



NEW JERSEY TASK FORCE ON CHILD ABUSE AND NEGLECT

6TH ANNUAL REPORT

PROCEEDINGS AND FINDINGS FOR THE PERIOD OF JULY 2015 - JUNE 2016



New Jersey Task Force on Child Abuse and Neglect

Co-Chairs, New Jersey Task Force on Child Abuse and Neglect

Honorable Allison Blake, Ph.D., LSW
 Commissioner
 Department of Children and Families

Martin A. Finkel, DO, FACOP, FAAP
 Professor of Pediatrics
 Medical Director
 Child Abuse Research Education Services
 (CARES) Institute

New Jersey Task Force on Child Abuse and Neglect Members

Ex-Officio Members

Honorable Charles A. Richman
 Commissioner
 NJ Department of Community Affairs
Designee: Jennifer Underwood

Honorable Gerald J. Council, P.J.
 New Jersey Superior Court Judge
 Mercer County Courthouse
Designee: Pending

Honorable Charles W. Dortch, Jr., J.S.C.
 New Jersey Superior Court Judge
 Camden County Hall of Justice
 Family Division
Designee: Stephanie Ullman

Honorable Colonel Joseph R. Fuentes
 Superintendent
 New Jersey State Police
Designee: Lt. Louis Andrinopoulos

Honorable David C. Hespe
 Commissioner
 New Jersey Department of Education
Designee: Sonia Moticha

Honorable Christopher S. Porrino
 Acting Attorney General
 NJ Department of Law and Public Safety
Designee: Christian Arnold

Honorable Joseph Krakora
 Public Defender
 New Jersey Office of the Public Defender
Designee: Seetha Holmes

Honorable Gary M. Lanigan
 Commissioner
 New Jersey Department of Corrections
Designee: Wendy White

Honorable Carolyn Murray
 Acting Essex County Prosecutor
 Essex County Prosecutor's Office
Designee: Pending

Honorable Cathleen D. Bennett
 Commissioner
 New Jersey Department of Health
Designee: Marilyn Gorney-Daley

Honorable Elizabeth Connolly
 Acting Commissioner
 NJ Department of Human Services
Designee: Natasha Johnson

New Jersey State Senate Members

Honorable Shirley Turner
 Senator, District 15
Designee: Meredith Rivera

Senate Member
Pending

New Jersey Task Force on Child Abuse and Neglect Members

NJ General Assembly Members

Honorable Nancy F. Muñoz
Assemblywoman, District 21

Honorable Valerie Vainieri Huttle
Assemblywoman, District 37

Public Members

Mary Jane Awrachow
Chief Executive Officer
Foster and Adoptive Family Services

Marygrace Billek, L.C.S.W., L.C.A.D.C.
Director
Mercer County Department of Human
Services

Anna Diaz-White
Executive Director
180 Turning Lives Around, Inc.

Esther M. East
Executive Director
Jewish Family Service and Children's
Center of Clifton/Passaic

Rita M. Gulden, M.S.W.
Executive Director
Court Appointed Special Advocates of
New Jersey

Honorable E. Marie Hayes
Freeholder
Cape May County

Sara Munson
Executive Director
Institute for Families
Rutgers University School of Social Work

Maura Somers Dughi, Esq.
Child and Family Advocate

Richard Stagliano
President and CEO
Center for Family Services

Matthew T. Schwartz
Youth Representative

Cecilia Zalkind, Esq.
President & Chief Executive Officer
Advocates for Children of New Jersey

Former Members (Seated thru August 25, 2016)

Diana Autin, Esq.
Executive Co-Director
Statewide Parent Advocacy Network
(SPAN)

Kathy Collins, L.C.S.W.
Executive Director
Monmouth Cares

Marianne C. Majewski, L.C.S.W.
Executive Director
Catholic Charities, Diocese of Metuchen

Cynthia VanBrunt
Executive Director
Court Appointed Special Advocates of
Monmouth County

Staff

Ifeanyi Pole
Acting Executive Coordinator
NJ Task Force on Child Abuse and Neglect

Table of Contents

INTRODUCTION.....	4
Child Abuse Prevention and Treatment Act.....	4
New Jersey Children's Trust Fund.....	5
NJTFCAN PROCEEDINGS.....	7
SUMMARY OF ACTIVITIES 2015 - 2016.....	8
WORK OF THE NJTFCAN COMMITTEES.....	10
Prevention Committee.....	10
Recommendation to the New Jersey Department of Children and Families.....	12
Protection Committee.....	12
Communication Committee.....	14
Staffing and Oversight Review Subcommittee (SORS).....	14
NJTFCAN Committee/Subcommittee Membership.....	16
Prevention Committee.....	16
Protection Committee.....	18
Communication Committee.....	20
Staffing and Oversight Review Subcommittee (SORS).....	21

INTRODUCTION

The New Jersey Task Force on Child Abuse and Neglect (NJTFCAN) is a statutorily established, multidisciplinary citizen review panel to New Jersey's child welfare system. The NJTFCAN also serves as New Jersey's Children's Justice Act (CJA) designated entity that entitles it to receive and administer CJA funds.

The purpose of the NJTFCAN, in accordance with the statute, is to study and develop recommendations regarding the most effective means of improving the quality and scope of child protective and preventative services provided or supported by State government. This includes a review of the practices and policies used by the Division of Child Protection and Permanency (CP&P), and the Division of Family and Community Partnerships (FCP), in the Department of Children and Families (DCF), in order to:

- Optimize coordination of child abuse related services and investigations;
- Promote the safety of children at risk of abuse or neglect;
- Ensure a timely determination with regard to reports of alleged child abuse;
- Educate the public about the problems of, and coordinate activities relating to, child abuse and neglect;
- Develop a statewide plan to prevent child abuse and neglect and mechanisms to facilitate child abuse and neglect prevention strategies in coordination with the FCP;
- Mobilize citizens and community agencies in a proactive effort to prevent and treat child abuse and neglect;
- Foster cooperative working relationships between state and local agencies responsible for providing services to victims of child abuse and neglect and their families; and
- Serve as one of DCF's federally mandated Citizen Review Panels.

Child Abuse Prevention and Treatment Act

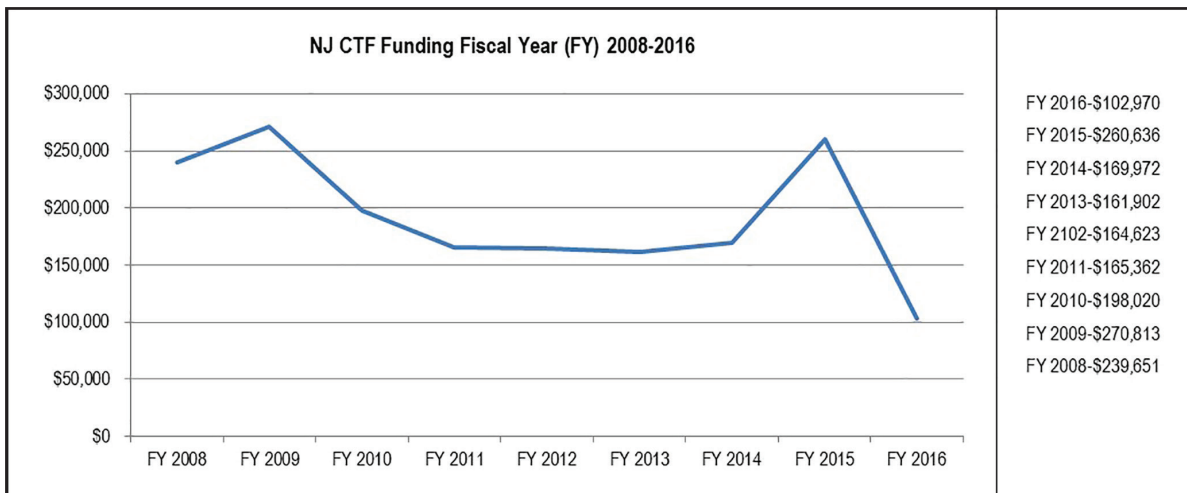
The Child Abuse Prevention and Treatment Act (CAPTA) provides CJA grants that are used to develop programs to reform state systems and improve New Jersey's response to cases of child abuse and neglect, particularly child sexual abuse and suspected cases of child abuse and neglect fatalities.

CJA funds are also used to establish and support programs to improve New Jersey's child protection system in a manner that limits additional trauma to child victims of abuse and neglect. In accordance with the NJTFCAN's Three-Year Assessment, model programs and innovative approaches were implemented to improve the identification, investigation, and prosecution of child abuse and neglect, as well as enhance the effectiveness of the judicial process.

New Jersey Children’s Trust Fund

The New Jersey Children's Trust Fund (NJ CTF) is a private/public partnership created by law in 1985 to fund child abuse and neglect prevention programs in New Jersey communities. NJ CTF receives funds primarily from donations made by residents via a check box on New Jersey income tax forms. Private donors also make contributions. Any portion of the money actually appropriated which are remaining at the end of a fiscal year shall lapse to the Children's Trust Fund. These reappropriated funds, along with the actual collections for the fiscal year, comprise the funding that supports the contracts being funded with the NJ CTF collections.

The NJ CTF supports local child abuse and neglect prevention programs that implement evidence-based and evidence-informed programs. Below are NJ CTF's collections from 2008 - 2016:



NJTFCAN established that the programs and initiatives funded by the 2015 - 2016 NJ CTF funding cycle:

- Supported the strategic goals and objectives of the Statewide Prevention Plan, "Supporting Strong Families and Communities: Preventing Child Abuse and Neglect, 2014 - 2017"
- Reflected the Standards of Prevention: Strengthening Families through Family Support.

In FY 2015, NJ CTF supported the following two projects:

- Improving Outcomes for Families of Infants and Young Children (Early Childhood Outcomes)
- Training for the Standards for Prevention Programs (Rutgers University)

Improving Outcomes for Families of Infants and Young Children (Early Childhood Outcomes)

NJ CTF provided funding for a full-time Early Childhood Liaison (ECL) to ensure that families are effectively linked to needed early childhood and family support services.

The ECO initiative is intended to develop early linkages for families, and implement strategies that increase protective factors and decrease risk factors for young children and their families. ECL serves in a core role to ensure the success of this project. ECL is based in Newark and is easily accessible to all three of the local offices in Newark. Overall, ECL has become recognized as a valuable member of the team in Newark providing early childhood consultation and hands-on support. As of July 1, 2016, ECL is now accessible to all six DCF local offices in Essex County.

This project was assessed as having a strong start for the inaugural year of this ECO collaboration between DCF's FCP and CP&P divisions. Additionally, this project has helped to identify other important family needs, such as quality child care; and stronger EPPC links to ongoing supports, such as Parents Anonymous and Family Success Centers. Housing, employment (labor), and other social services have been identified as additional barriers. DCF leaders continue to work to explore local and state level relationships to find longer-term solutions for addressing these serious issues for families and workers.

Training for the Standards for Prevention Programs

Prevent Child Abuse New Jersey (PCANJ)

The Prevention Committee of NJTFCAN partnered with Prevent Child Abuse New Jersey (PCANJ) to provide training and information on the Standards for Prevention Programs in 2015. PCANJ developed two webinar trainings for the Standards for Prevention Programs:

- Standards for Prevention Programs: Overview 101
- A Standards for Prevention Programs: Overview 101 webinar was developed to provide agencies with an overview of the updated version of the New Jersey Standards and to generate a broad base of support for the practical application of the Standards for Prevention.
- Advanced Standards for Prevention: Practical Administration
- The Advanced Standards: Practical Administration for Administrators provides Administrators the opportunity to explore practical applications of the Standards and how they can be used to benefit individual programs. Over 600 individuals from approximately 110 different agencies participated in the Standards for Prevention webinars throughout Federal Fiscal Year (FFY) 2015.

The above noted webinars were offered to participants and archived at www.preventchildabusenj.org/standards-prevention/

Rutgers University

Beginning September 1, 2015, NJ CTF began funding Rutgers, the State University of New Jersey's Institute for Families (IFF) to offer a face-to-face training to professionals and families throughout the State for the Standards for Prevention. This training was developed to build on the webinars established by PCANJ for the Standards for Prevention in early 2015. IFF began developing the Standards for Prevention curriculum by encouraging programs within DCF's Division on Family and Community Partnerships (FCP) such as Home Visiting, School Based Youth Services, Family Success Centers, Kinship Navigator Programs, and County Councils for Young Children to complete the Standards for Prevention's self-assessment. The self-assessment provides insight to how community-based programs are currently integrating the Standards for Prevention into their daily practices. The 274 self-assessment responses, received from November 2015 through May 2016 informed the content of the training curriculum, which is tailored to meet the needs of each program type. In addition to the curriculum content, a Parent Handbook was developed by IFF and Partnering for Prevention, LLC to meet the deliverable of parent participation and a Participant Guide for the training.

In addition to the face-to-face training and parent workshops, IFF will conduct four webinars for the Standards for Prevention. Through the completion of the Standards for Prevention self-assessment, programs identified areas of improvement. These four webinars will be developed and presented by various trainers and professionals to offer a variety of perspectives and resources. Webinar topics include parent specific webinars in English and Spanish, Continuous Quality Improvement in agencies as it relates to the Standards for Prevention, and Engaging Parent Leaders in your Organization. Webinars will be recorded and made available for continued viewing.

In the upcoming year, criteria for funded programs within DCF's FCP will require programs to provide proof that activities and services align with the Standards for Prevention in addition to aligning services with New Jersey's Statewide Prevention Plan, and DCF's Strategic Plan. As the Standards for Prevention continues to roll out, it will be reinforced through contract monitoring, technical assistance, and continuous quality improvement activities. Additional training opportunities for grantees will be offered as needed in FFY 2017.

NJTFCAN PROCEEDINGS

Bimonthly meetings provide NJTFCAN with the opportunity to discuss and assess items associated with its statutorily mandated work. Three committees support NJTFCAN's work: Protection, Prevention and Communication. One subcommittee, Staffing Oversight and Review Subcommittee (SORS), and meets bimonthly and reports the results of its activities to NJTFCAN. There are approximately 80 individuals that contribute to this important work. To view a copy of meeting minutes, visit <http://nj.gov/dcf/providers/boards/njtfcan/>.

SUMMARY OF ACTIVITIES 2015 - 2016

Each year, NJTFCAN sponsors multidisciplinary training programs to improve the handling of cases of child abuse and neglect. All NJTFCAN-sponsored professional training programs are child-focused and designed to promote skills that prevent additional trauma to children and their families.

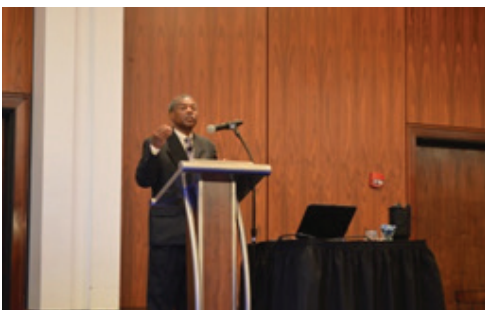
CJA funds were used to support the following professional development projects to enhance the knowledge of persons involved in the investigation, prosecution, assessment, and treatment of child abuse and neglect:

I Finding Words – New Jersey: Forensic Interviewing & Preparing Children for Court – This project trains frontline professionals involved in the investigation and prosecution of child abuse to conduct effective and legally defensible interviews of alleged child sexual abuse victims of various ages and to prepare children for court. The child-focused forensic interviewing project continues to reform the investigation and prosecution process and improve civil and criminal court proceedings.

II Conferences

- **Kinship Care and Family Connections**

NJTFCAN, in collaboration with DCF, and with the logistical assistance of Rutgers University, Office of Continuing Professional Education, hosted a statewide conference for nearly 300 professionals in the field of child welfare. This interdisciplinary conference provided professionals and advocates working with children and families an opportunity to learn from experts in child welfare/protection issues and disciplines serving children and families. The keynote speaker for this event was Joseph Crumbley, DSW, LCSW.



This event focused on building professional knowledge and collaborative partnerships to improve the effectiveness of New Jersey's child maltreatment protection and prevention efforts and sought to encourage working relationships among volunteers and professionals in prevention, protective services, health, law enforcement, and juvenile justice to create child- and family-focused systems.

- **Digital Realm of Child Abuse**

NJTFCAN, in collaboration with DCF, will host a statewide multidisciplinary skill building conference on Friday, September 9, 2016 for up to 400 child protection professionals. This day-long skill building event will examine what constitutes sexually exploitative child abuse materials, the trauma inflicted to the victims and their families, and the role of law enforcement and the child welfare system in responding to this abuse. Sextortion, sexting, cyber bullying and revenge pornography will also be part of the discussion.



Multidisciplinary Team (MDT) Training – CJA funds are also provided to the MDT Coordinators' Association for training to improve case management of the investigation and prosecution of child abuse cases referred to the prosecutor's office. The 2015 - 2016 MDT training events were as follows:

- **Managing Vicarious Trauma and Building Resilience**

In a more focused training event, sixteen New Jersey MDT Coordinators and Child Advocacy Center (CAC) members attended this two-day Skill Building training, September 23-24, 2015. The training served as an orientation for new MDT coordinators and members in which attendees discussed inviting New Jersey State Police to the New Jersey Multidisciplinary Team Coordinators Association (NJMDTCA) meeting, a survey on interview protocols for sexual victims over the age of 13, peer review for forensic interviewers throughout New Jersey, and medical services/ Regional Diagnostic Treatment Centers (RDTCs). The training included presentations from Katherine Manners, M.Ed., LMFT and Lisa A. Tieszen, MA, LCSW.

- **Child Maltreatment Awareness Cards**

In 2015, NJMDTCA printed resource cards on the signs, symptoms, and reporting of child abuse. The cards were then distributed to New Jersey's MDT Coordinators to share within their counties. In accordance with DCF and NJTFCAN's 2014 - 2017 Three Year Assessment, providing professionals and the public with the most current knowledge related to child maltreatment is essential to improving investigation, evaluation and treatment outcomes.

- **The MDT Response To High Tech Crimes And Resilience In The 21st Century**

More than 170 professionals attended this day-long skill building event that allowed for a comprehensive examination of child abuse images, also referred to as sexually exploitive images or child pornography as well as exploring strategies to reduce secondary trauma. Featured speakers included Françoise Mathieu, M.Ed., RP, Co-Executive Director of TEND Academy and Justin T. Fitzsimmons, J.D. of High-Tech Crime Training Services, SEARCH.

WORK OF THE NJTFCAN COMMITTEES

Prevention Committee

The Prevention Committee, with expertise in and a commitment to family support and the prevention of all forms of child maltreatment, coordinates the efforts of stakeholders. It is the Prevention Committee's responsibility to ensure the development and implementation of a meaningful and effective Statewide Prevention Plan. The Committee held five in-person meetings between June 2015 and July 2016. The Prevention Committee's three workshops held numerous conference calls. The following work of the Prevention Committee and its workgroups include:

Prevention Standards Workgroup

As previously mentioned, in 2015 the DCF's Family and Community Partnerships (FCP) engaged Prevent Child Abuse New Jersey to create two webinars on the New Jersey Standards for Prevention Programs. The Prevention Standards Workgroup continues to monitor and advise regarding training for the Standards for Prevention: Building Success through Family Support. Subsequently, NJ CTF dollars paid for Rutgers, the State University of New Jersey's Institute for Families (IFF) to provide face-to-face training to professionals and families.

The Prevention Committee discussed making the Prevention Standards Training available for related programs in other departments. This would encourage programs that support and strengthen families to incorporate the principles of prevention and use the Standards for Prevention to assess their strengths and weaknesses and make improvements. The Committee is particularly pleased with the development of a Self-Assessment Tool for Programs and a Curriculum Handbook for Parents. The Committee commends DCF's FCP for contract monitoring, technical assistance and continuous quality improvement activities to ensure optimal use of the Standards for Prevention for programs with which it contracts.

Prevention Plan Workgroup

Prevention Plan Workgroup members interviewed representatives of the divisions of other state agencies, including the New Jersey Departments of Health, Children and Families, Human Services, Education, and Labor and Workforce Development. Interviewers provided interviewees with information about the Prevention Plan before the interview and used a consistent set of questions to solicit information about how they could help implement the Prevention Plan and use the Standards for Prevention. The responses identified the following:

- Potential opportunity for the Commissioner of the New Jersey Department of Children and Families to discuss with fellow commissioners the importance of the Plan, its components and the value of integrating prevention approaches and activities within other agencies' work;

- Need to provide access to training for the staff and grantees/contractors of other agencies on the Prevention Plan and Standards for Prevention to ensure the staff and grantees of other agencies and other divisions within DCF are familiar with the Plan and Standards;
- Sharing the Prevention Plan and Standards for Prevention through targeted training and technical assistance with agencies/divisions/organizations/programs where child abuse and neglect prevention and family support is a secondary mission; and
- Developing resources about the Prevention Plan and Standards for Prevention and distributing these resources among state agency staff and programs. This would increase the likelihood that state agencies would share this information with their grantees/contractors and that their grantees/contractors would share it with families and communities.

The Prevention Plan Workgroup continues to seek resources to introduce the Plan to communities across the state and actively involve families, neighborhoods, local providers, and organizations.

Curriculum Guide Workgroup

Curriculum Guide Workgroup was convened this year and charged with creating a curriculum guide for Higher Education on preventing child abuse and neglect. This guide is intended to promote the primary and secondary prevention across academic disciplines at the university level. These disciplines will include, but not be limited to, social work, child welfare, child development, education, sociology, divinity, law enforcement, nursing, psychology, psychiatry, medicine, law and public policy. This curriculum guide will contain a list of recommended articles, suggested concept topics and an annotated bibliography on preventing child maltreatment. Topics for inclusion have been selected.

Improving Outcomes for Families with Infants and Young Children

The Prevention Committee recommended approving NJ CTF funds for this pilot project in Essex County. NJTFCAN subsequently approved the allocation. ECL regularly attends Prevention Committee meetings to provide updates on this program's progress. Detailed information is in NJ CTF section of this report.

Presentations

In order to keep current about ongoing initiatives and ensure integration of prevention work across systems, the following presentations were made to the Prevention Committee:

- DCF's Family Success Centers (FSCs) reported on FSCs' history and recent program highlights.

- DCF staff reported on the Department's Parent Leadership Development Training funded by a federal Race to the Top early learning challenge grant awarded to Statewide Parent Advocacy Network, Inc. (SPAN); these are webinar and face-to-face trainings on Parents as Partners in Shared Leadership.

Prevention Committee Recommendation to the New Jersey Department of Children and Families

The Prevention Committee recommends incorporation of measurable outcomes and strategies into all programs and services funded by DCF's Family and Community Partnerships (FCP).

- In recognition of Infant Mental Health Month in May, the Committee received a presentation "What is Happening for Infants and Young Children in New Jersey." The presenters highlighted efforts throughout the state to promote optimal physical, social emotional and cognitive development of the young child, birth through eight years old. As a result, the Committee discussed the development of drafting a white paper on New Jersey's evidence based statewide programs.

Protection Committee

The Protection Committee is comprised of members of NJTFCAN and allied members in the child maltreatment field. The members analyze state laws, policy, and case practice, within and outside New Jersey. The goal of the committee is to coordinate the efforts of stakeholders as well as advance new methods to address child maltreatment.

During the course of the past year, the Committee focused on rebuilding its membership and gathering information so it can consider potential new projects. New areas of focus include the issue of exploitive child images and sexting, and racial disproportionality. The Committee will also continue to address the topic of child victims of domestic violence. The following represents the work of the Protection Committee and its workgroups:

Workgroups

- **Human Trafficking**

The Human Trafficking Workgroup developed and recommended for approval to NJTFCAN the New Jersey Human Trafficking County Task Force Guidelines. These Guidelines were distributed broadly to NJTFCAN and its Committees and Subcommittees, the Human Trafficking Commission, and all New Jersey Multidisciplinary Team Coordinators. The Guidelines were distributed to DCF's

Area Directors and Local Office Managers, Regional Diagnostic Centers, Family Crisis Intervention Units, and all prosecutors' offices. The Guidelines encourage multi-disciplinary collaboration at the county level with regard to trafficking. It covers prevention, response, and ongoing services to survivors, and highlights the importance of inclusion of law enforcement in this work.

- **Data Collection**

The Data Collection Workgroup shared their analyses of three years of New Jersey sexual and physical abuse data. The Workgroup Chair drafted a report that details the results of their work with the Administrative Office of the Courts and DCF to understand the differences in abuse/neglect statistics released by each entity.

- **Batterers' Accountability**

The (Domestic Violence) Batterers' Accountability Workgroup reviewed and tabled a proposed survey. The workgroup and the full Committee heard several presentations from those working in the field of domestic violence about batterer accountability. The Committee has not moved forward on this topic and will address issues of child victims of domestic violence at a future meeting.

Presentations

Striving to stay current and ensure integration of prevention work across systems, the Protection Committee heard the following presentations:

- **Sexually Exploitive Images**

The Committee received a presentation on Sexually Exploitive Images and Child Protection from the Federal Bureau of Investigations, Assistant United States Attorney, and Tactical Analyst experts. These presenters provided a PowerPoint presentation on sexually exploitive images and child protection and discussed sexual exploitation trends, social media examples, child forensic interviewing, and federal statutes. Following the presentation, the Committee agreed that this topic would be an appropriate theme for NJTFCAN's 2016 Skill Building and recommended such to NJTFCAN.

The Committee will further discuss the possibility of developing a screening mechanism for abuse and other disclosures during a sexual exploitation investigation.

The Committee also discussed the importance of educating children, parents, and educators on this issue, and will be following up with newly appointed members from the New Jersey Department of Education.

- **Missing Children**

The New Jersey State Police Missing Persons Unit delivered a presentation on Missing Children. This presentation included information regarding the role and function of the State Police Missing Persons Unit, missing persons reporting requirements, statistics on missing persons, including in particular missing children, and a clarification of the Amber Alert system.

- **Sexting and Diversionary Programs**

The Special Deputy Attorney General/Acting Assistant Prosecutor from Union County Prosecutor's Office delivered a presentation to the Committee on Sexting and Diversionary Programs for Children. The presenter provided updates and information on sexting law and diversionary programs for juveniles. The Committee agreed that this would be a topic worth focusing on to identify models for outreach and education.

Communication Committee

The mission of the Communication Committee is to increase awareness among the public and professionals, and promote social change related to child abuse and neglect prevention and intervention. It is also to promote awareness of the NJTFCAN's activities and issues.

During the 2015 - 2016, the Committee continued to develop the following initiatives:

- Increasing Committee's membership with new members that possess child welfare expertise or skills and experience in marketing, public relations, social media, or fields that may aid in the furthering of the mission of the Communication Committee;
- Promoting visibility of NJTFCAN initiatives through NJTFCAN logo branding on its reports and conferences;
- Collaborating with designated Prevention Committee members to create a NJ CTF Campaign Workgroup to draft a NJ CTF Marketing Proposal for NJTFCAN's review and approval;
- Partnering with DCF to develop an online calendar to post NJTFCAN's activities, trainings, and other statewide child-welfare events; and
- Updating NJTFCAN's web page content to promote its innovative and informational projects with an eye on future linking to possible social media sites.

Staffing and Oversight Review Subcommittee (SORS)

The charge of the Staffing and Oversight Review Subcommittee (SORS) is outlined in New Jersey statute under N.J.S.A. 30:4C-3.1 and includes the following:

- Reviewing staffing levels of the Division of Child Protection and Permanency (CP&P)
- Developing recommendations regarding staffing levels;
- Developing recommendations around the most effective methods of recruiting, hiring, and retaining staff within the division;
- Reviewing the Division's performance in the achievement of management and client outcomes; and
- Reporting annually the Subcommittee's findings to the Governor and the Legislature.

SORS attended to this charge by:

- Starting with a presentation from DCF's Data Fellows Coordinator; the staff presented an overview of data fellows, past cohort projects with some examples of outcomes as well as updates on the current cohort's projects.
- The Subcommittee held a follow up meeting with on Educational Stability in which DCF staff provided updates.
- Following that, SORS reviewed the completed a DCF staff satisfaction survey. The Committee was pleased with the results of the survey and is analyzing its results.
- SORS received a presentation on DCF's Sustainability and Exit Plan from the Commissioner and Deputy Commissioner.
- SORS also received a presentation by DCF's Deputy Director Office of Resource Families, Licensing, Interstate and Adoption Operations and the Administrator Office of Resource Families; the presenters answered the subcommittee's questions on resource family recruitment and retention.
- SORS continues to update its strategic plan and priorities.

NJTFCAN TASK FORCE COMMITTEES/SUBCOMMITTEE MEMBERSHIP

Prevention Committee

Maura Somers Dughi, Esq., Chair
Diana Autin, Esq., Vice-Chair

Nina Agrawal, MD, FAAP*
Hackensack University Medical Center

Christian Arnold, Esq.
Assistant Attorney General
Division of Law (DCF-North)

Diane Autin, Esq.*
Executive Co-Director
Statewide Parent Advocacy Network

Christine Baker, Ph.D., Director
Family Life Education Center (FLEC)
Supervising Psychologist
Metro Regional Diagnostic & Treatment
Center
Newark Beth Israel Medical Center

Maureen Braun-Scalera, MSW, LCSW
Director
Rutgers University School of Social Work
Institute for Families
Office of Child Welfare Initiatives

Andrea Breitwieser
Coordinator
Grow NJ Kids

Jeannette Collins
Director of Program and Curricula
Child Assault Prevention Program

Suzanne Conrad, M.A., R.N., L.P.C.**
Consultant

Roslyn Dashiell, MBA
Executive Director
PEI Kids

Diane Dellanno
Policy Analyst
Advocates for Children of New Jersey

Anthony DiFabio, Psy.D.*
Chief Executive Officer
Robins Nest, Inc.

Maura Somers Dughi, Esq.
Child and Family Advocacy

Gina Hernandez, MA
Division Director of Prevention Programs
Prevent Child Abuse-NJ

Aldina M. Hovde
Consultant
National American Academy of Pediatrics

Alice Hunnicutt*
Director
Vocational Rehabilitation Services
Department of Labor
And Workforce Development

Natasha Johnson, M.S.W.*
Deputy Director
New Jersey Department of Human Services
Division of Family Development

Prevention Committee

Niurca Louis
 Program Director
 Robins Nest, Inc.

Cheryl Mojta
 Director of Operations
 Child Assault Prevention Program

Patty Mojta
 Director of Adolescent Programs
 Prevent Child Abuse New Jersey

Gloria Rodriguez, DSW*
 Assistant Commissioner
 Department of Health

Kathleen Roe
 Executive Director
 Parents Anonymous of NJ

Rush Russell
 Executive Director
 Prevent Child Abuse-NJ

Svetlana Shpiegel, Ph.D.
 Assistant Professor
 Center for Child Advocacy
 Child Advocacy and Policy
 Montclair State University

Pat Stanislaski**
 Director
 Partnering for Prevention, LLC

Charmaine Thomas
 Assistant Commissioner
 Department of Children and Families
 Division of Family & Community
 Partnerships/Division on Women

*Resigned
 **Former Member

Wendi White
 Vocation Program Specialist
 Department of Corrections

Note: All members listed, status of membership, job titles, and organization affiliations are as of June 30, 2016.

Protection Committee

Donna Younkin, Acting Chair
Liza Kirschenbaum, Esq., Vice-Chair

Greta Anderson
Director of Investigation
Department of Children and Families
Institutional Abuse Investigation Unit

Lt. Louis Andrinopoulos
Missing Persons & Child Exploitation Unit
New Jersey State Police

Joyce Applegate, LCSW
Clinical Supervisor
Catholic Charities, Diocese of
Metuchen

Doug Behan, LCSW
Assistant Professor of Professional Practice
Rutgers School of Social Work

Daren K. Brantley
Program Manager
Division of Child Protection & Perma-
nency
Department of Children and Families

Eileen Caraker, RN, MSN
FN-CSA, SANE-A, SANE-P
SART, FNE Coordinator
Gloucester County Prosecutor Office

Anna Diaz-White
Executive Director
180 Turning Lives Around, Inc.

Esther M. East
Executive Director
Jewish Family Service and Children's
Center of Clifton/Passaic

John Esmerado, Esq.
Assistant Prosecutor
Union County Prosecutor's Office
Martin A. Finkel, DO, FACOP, FAAP
Professor of Pediatrics
Medical Director
Child Abuse Research Education & Service
(CARES) Institute

Francesca M. Gervasi
Director of Education and Human Resources
Foster and Adoptive

Marilyn Gorney-Daley, DO, MPH
Director
Special Child Health and Early Intervention
Services
Division of Family Health
Public Health Services Branch
New Jersey Department of Health

Honorable E. Marie Hayes
Freeholder
Cape May County

Seetha Holmes, DPD
Managing Attorney (Capitol Region)
New Jersey Office of Law Guardian

Linda R. Jeffrey, Ph.D.
Psychologist

Liza Kirschenbaum, Esq.
Associate Director
Court Appointed Special Advocates of NJ

Cynthia Lischick, PhD, LPC, DVS
Director of Psychological Health
NJ National Guard Family Programs

Protection Committee

Patricia Lynch
Forensic Nurse Coordinator
Sussex County Sexual Assault Response
Team
Sussex County Prosecutor's Office

Nydia Y. Monagas, Psy.D.
Chapter Coordinator
New Jersey Children's Alliance

Clinton Page, Esq.
Director of Legal Affairs
Department of Children and Families

Nora P. Pearce, Esq.
Trainer
New Jersey Welfare Training Partnership

Donna Pincavage
Administrative Director
Metro Regional Diagnostic & Treatment
Center at Newark Beth Israel Medical
Center

Megan Price
Acting Multi-Disciplinary Team Coordinator
Camden County Prosecutor's Office

Debbie Riveros
Multidisciplinary Team/Child Advocacy
Center Coordinator
Monmouth County Prosecutor's Office

Sylvia Snyder, LCSW
Program Coordinator
Dorothy B. Hersh- Regional Diagnostic
Treatment Center

Judy L. Spinney, LCSW
Therapist

Richard Stagliano
President and CEO
Center for Family Services

Stephanie E. Ullman, Esq.
Administrative Supervisor
Administrative Office of the Courts
Family Practice Division

Jennifer Underwood
Grant Manager
Division of Housing and Community Resources
Department of Community Affairs

Lorene Wilkerson
Chair
NJ Child Placement Advisory Council

Retired Member*/Former Member**

Lorraine M. Augustini, Esq.**
Assistant Public Defender
Office of the Public Defender
Office of Law Guardian

Susan H. Curcio, Esq.**
Montclair State University
Center for Child Advocacy & Policy

Christene DeWitt-Parker, MSN, CSN, RN*
Coordinator for School Health
Office of Student Support Services
New Jersey Department of Education

Rosalie Jones**
MDT Coordinator
DSC Victim Witness Unit/Child Abuse MDT
Coordinator
Camden County Prosecutor's Office

Steven Kairys, M.D.**
Jersey Shore University Medical Center
Department of Pediatrics

Communication Committee

Seetha Holmes, Chair
Cheryl Mojta, Vice Chair

Cory Cassar, Esq.
Office of Public Defender
Child Assault Prevention Program

Jason Dickinson, PhD
Director
McCormick Center for Child Advocacy
& Policy
Montclair State University

Yvonne A. DeCicco, Esq.*
Deputy Public Defender
Office of the Public Defender
Office of Law Guardian

Seetha Holmes, Esq.
Office of Public Defender

Ernest Landante, Jr.
Director
Office of Communications and Public
Affairs
Department of Children and Families

Andrea Lovas*
Case Manager, Warren County
Supported Work Program
Youth Advocate Programs, Inc.

Cheryl Mojta
Director of Operations
NJ Child Assault Prevention Program

Matthew Schwartz
Youth Representative

Richard Stagliano
President/ CEO
Center for Family Services

*Resigned

Note: All members listed, status of membership,
Job titles, and organization affiliations are as of
June 30, 2016.

Staffing and Oversight Review Subcommittee (SORS)

Rita Gulden, MSW, Chair
Linda Porcaro, M.A., Vice Chair

Mary Jane Awrachow
Chief Executive Officer
Foster and Adoptive Family Services

Marygrace Billek, L.C.S.W., L.C.A.D.C
Human Services Director
Mercer County Department of
Human Services

Maura Somers Dughi, Esq.
Child and Family Advocate

Amy Fischer
Assistant Family Division Manager
Monmouth Vicinage
Administrative Office of the Courts

Rita Gulden, MSW
Executive Director
Court Appointed Special Advocates
(CASA) of New Jersey

Mary Hallahan, M.Ed. L.
Foster Parent
Upper Freehold Regional High School

Lori V. Morris, Ph.D.
Interim Executive Director
Court Appointed Special Advocates
(CASA) of Union County

Sara Munson
Executive Director
Institute for Families
Rutgers University School of Social Work

Patricia Myers, MSW
Supervising Social Worker
Legal Services of New Jersey

Lisa Nemeth
Deputy Attorney General
Division of Law and Public Safety

Nancy Parello
Communications Director
Advocates for Children of New Jersey

Linda Porcaro, M.A.
Director
Office of Youth Services
Somerset County

Aubrey C. Powers
Assistant Commissioner
Department of Children and Families
Office of Performance Management and
Accountability

Matthew T. Schwartz
Youth Representative

Honorable Joseph Vitale
Senator, District 19
Designee: Stephanie C. Albanese

Lisa vonPier
Assistant Commissioner
Department of Children and Families
Division of Child Protection and Permanency

Cecilia Zalkind, Esq.
President & Chief Executive Officer
Advocates for Children of New Jersey

Staff

Dawn M. Marlow, MSW
Federal Reporting Coordinator
Department of Children and Families