

Reflecting on the Past: Looking Forward to the Future

OFA Regions I, II, III, and IV
East Coast TANF Directors Meeting



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Biographies

Tracy Bell, Chief Officer of Workforce Development, Employment, and Transformation, Tennessee Department of Human Services

Tracy Bell currently serves as chief officer of workforce development, employment, and transformation for the Department of Human Services – with an intentional focus on moving families forward through education and employment opportunities. Previously, Mr. Bell served as director of operations for Family Assistance where he directly oversaw the areas of TANF, SNAP, Medicaid, Systems Solutions Delivery, Contracts, and Field Operations. Mr. Bell has been with the department since April 2012 in various roles. Prior to joining the Department of Human Services, he worked with Maximus, serving in different capacities, such as senior data/business analyst, special projects team lead, and the case management assistance center supervisor/liaison. Before Maximus, Mr. Bell started his career with Aetna, Inc., in Hartford, CT, as a Web developer, information architect, and multi-functional IT project manager. He attended Mississippi Valley State University where he majored in computer science and minored in mathematics.

Frank Ceruto, TANF Region II Program Manager, Office of Family Assistance, Administration for Children and Families

Frank Ceruto is the regional TANF program manager, Region II, Office of Family Assistance, Administration for Children and Families. He obtained a B.A. in psychology from Queens College, New York, and was drafted into the U.S. Army within a month of graduation. Mr. Ceruto graduated from the U.S. Army Infantry Officer Candidate and the Armor Officers' schools and served a tour in Vietnam as a 1st lieutenant tank platoon leader and battalion scout sections leader with the 5th Mechanized Infantry and the America! Divisions. He is the recipient of the Purple Heart and the Combat Infantryman Badge. Subsequently, he studied at Pace University, New York, majoring in accounting and completed 1 year of graduate school in auditing. As an auditor, he worked for the Defense Contract Audit Agency for 4 years until he transferred to the Department of Health, Education, and Welfare, the forerunner of the present U.S. Department of Health and Human Services. Mr. Ceruto has worked in various positions overseeing the Aid to Families with Dependent Children and the Temporary Assistance to Needy Families (TANF) programs as a cost allocation, financial management, and welfare program specialist/manager for almost 4 decades.

Eileen Friedman, TANF Region III Program Manager, Office of Family Assistance, Administration for Children and Families

Ms. Friedman is currently the program manager for TANF in the Administration for Children and Families in the Region III office in Philadelphia, PA. Ms. Friedman has overall responsibility for TANF in the states in Region III, which include the District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia, and Delaware. Before that, she was the program manager for the AFDC Program in the Regional Office. She

began her career as a caseworker and then as a casework supervisor for the Susquehanna County Board of Assistance in Pennsylvania. She came to the federal government as a program specialist in the Work Incentive Program. She has a bachelor's degree from Marywood College and a master's degree in public administration from the Pennsylvania State University. She also has her certification in Conflict Resolution from the Bryn Mawr School of Social Work.

Ana-Maria Garcia, Data Dissemination Specialist, Data Dissemination Branch, Customer Liaison & Marketing Services Office, U.S. Census Bureau

Ana-Maria Garcia is a data dissemination specialist for the U.S. Census Bureau, working out of Hartford, CT. After working at the Census Bureau from 1999 to 2003, Ms. Garcia spent 5 years with the Annie E. Casey Foundation as a site liaison before returning to the Bureau in 2008. She was also the director of social services for the City of Hartford from 1990 to 1995. Ms. Garcia is a 1987 graduate of Temple University's Beasley School of Law.

Susan Golonka, Acting Director, Office of Family Assistance, Administration for Children and Families

Susan Golonka is a nationally recognized expert on welfare reform, foster care, and related human service issues. Prior to joining ACF, Ms. Golonka served as the program director of the Economic, Human Services, and Workforce Division at the National Governor's Association (NGA). Ms. Golonka directed NGA's policy analysis, research, and technical assistance efforts on welfare reform, low-income families, work supports service integration, and child welfare to help state policymakers and administrators develop and implement sound policies. She oversaw technical assistance to states through on-site consultations, intensive ongoing technical assistance, customized workshops, and policy academies. Ms. Golonka also managed the network of governors' human services policy advisors. Ms. Golonka received her master's degree in public administration from the University of North Carolina at Chapel Hill and her bachelor of arts degree from the University of Virginia.

Carolyn N. Graham, Ph.D., President/Founder, The Elizabeth Ministry, Washington, DC

Dr. Graham founded the Elizabeth Ministry, an \$8.5-million initiative to support teen mothers in the child welfare system and a few who have aged out of the system. Her goal is to provide the support necessary for teen mothers to become women of character and influence with an economic stake in their communities. She believes that, if the mothers are healthy, they can support the healthy development of their children—mothers and their children are the foci of her work at The Elizabeth Ministry. Dr. Graham's work is supported by the District of Columbia's Child and Family Service Agency, the Department of Housing and Community Development, United Bank, M&T Bank, the Local Initiatives Support Corporation, W. K. Kellogg Foundation, PNC Bank, Freddie Mac Foundation, the Meyer Foundation, and the Jane Bancroft Robinson Foundation. The project provides affordable housing and comprehensive supports, including early childhood development to the teen mothers and their children.

Dr. Graham is a leader and innovator with over 30 years of experience in leading complex organizations. She holds a master of education from Antioch College; a master of public administration from City University of New York, Bernard Baruch College; a master of divinity from the New York Theological Seminary; and a doctorate of ministry from the United Theological Seminary in Dayton, OH. She completed post-graduate studies at Regents Park College, Oxford University in Oxford, England, and the Catholic University of America in Spirituality and Social Ethics and completed a 2-year course of study in Spiritual Guidance at Richmond Hill in Richmond, VA. She is the recipient of a number of awards and honorable citations.

Mark Greenberg, Acting Assistant Secretary, Administration for Children and Families

Mark H. Greenberg is the acting assistant secretary for the Administration for Children and Families in the U.S. Department of Health and Human Services (HHS). He also serves as the principal deputy assistant secretary and the acting commissioner for the Administration on Children, Youth, and Families (ACYF). Before joining HHS, Mr. Greenberg directed the Georgetown University Center on Poverty, Inequality, and Public Policy, a joint initiative of the Georgetown University Law Center and the Georgetown Public Policy Institute. In addition, he was a senior fellow at the Center for American Progress (CAP) and the Center for Law and Social Policy (CLASP). He previously served as the executive director of CAP's Task Force on Poverty and as CLASP's Director of Policy. During his career, Mr. Greenberg has written extensively on issues relating to federal and state welfare reform efforts, workforce policy issues affecting low-income families, child care and early education policy, tax policy, poverty measurement, and a range of other low-income issues. In addition, he frequently provided technical assistance to state and local governments regarding poverty reduction strategies. Prior to coming to the District of Columbia, Mr. Greenberg worked at Jacksonville Area Legal Aid in Florida and the Western Center on Law and Poverty in Los Angeles, CA. Mr. Greenberg is a graduate of Harvard College and Harvard Law School.

Ron Haskins, Senior Fellow, Brookings Institution

Ron Haskins is a senior fellow and holds the Cabot Family Chair in Economic Studies at the Brookings Institution where he co-directs the Center on Children and Families. He is also a senior consultant at the Annie E. Casey Foundation and is president-elect of the Association for Public Policy Analysis and Management. He is the author of *Show Me the Evidence: Obama's Fight for Rigor and Evidence in Social Policy* (Brookings, 2014) and *Work Over Welfare: The Inside Story of the 1996 Welfare Reform Law* (Brookings, 2006); co-author of *Creating an Opportunity Society* (Brookings, 2009) and *Getting Ahead or Losing Ground: Economic Mobility in America* (Pew Charitable Trusts and Brookings, 2008); and senior editor of *The Future of Children*. In 2002, Mr. Haskins was the senior advisor to the President for welfare policy at the White House. Prior to joining Brookings and Casey, he spent 14 years on the staff of the House Ways and Means Human Resources Subcommittee, serving as the subcommittee's staff director when the republicans became the majority party in the House after the 1994 elections. He was editor of the 1996, 1998, and 2000 editions of the House Committee on Ways and Means' *Green Book*, a 1,600-page compendium that describes and analyzes federal social programs. In 1997, Mr. Haskins was selected by the *National Journal* as one of the 100 most influential people in the federal government. From 1981 to 1985, he was a senior researcher at the Frank Porter Graham Child Development Center at the University of North Carolina, Chapel Hill. He holds a bachelor's degree in history, a master of arts in teaching, and a doctorate in Developmental Psychology from the University of North Carolina. In his Washington career, he has focused on evidence-based policy, early childhood education, marriage and family formation, poverty, equal opportunity, abused and neglected children, and budget issues. Haskins lives with his wife in Rockville, MD, and has four grown children and two grandchildren.

Deborah Joffe, Senior Consultant, Public Consulting Group

Deborah Joffe, a senior consultant with Public Consulting Group (PCG), has significant experience providing policy analysis, business diagnosis, program design, expenditure analysis, and implementation assistance for TANF programs. Ms. Joffe is the project manager for Ramsey County's coaching training initiative, one of many efforts to study the connection between executive function skill-building and

improved TANF outcomes. Additionally, Ms. Joffe served for 5 years as the project manager for PCG's CalWORKs Welfare-to-Work project in San Diego, CA.

Vera Krekanova Krofcheck, Chief Strategy Officer, Three Rivers Workforce Investment Board

Vera Krekanova Krofcheck is the chief strategy officer at the Three Rivers Workforce Investment Board (3RWIB), a Pittsburgh-based nonprofit organization that directs the public workforce development system for the City of Pittsburgh and Allegheny County, PA. Ms. Krofcheck assists with execution of the strategic plan and key initiatives, leads collaborative workforce efforts and industry partnerships, and designs the organization's research agenda. Prior to joining the 3RWIB in 2006, she worked in the field of community development and human services in Europe and South America. Ms. Krofcheck has extensive experience in non-profit management and is an adjunct faculty at the University of Pittsburgh's Graduate School of Public and International Affairs. She holds a bachelor's degree in social work from Charles University in Prague and a master's degree in nonprofit management from Robert Morris University in Pittsburgh, PA. She is currently pursuing a doctorate in social and comparative analysis in education at the University of Pittsburgh, PA; her research focuses on career struggles of aging professionals.

Tamila Lay, Director, Division of Employment and Training Programs, Department of Human Services, Pennsylvania

Tamila Lay is the director of the Division of Employment and Training programs for Pennsylvania's Department of Human Services. She has worked in the field of workforce development since 1984 and has been a part of the movement when we collectively went toward one-stops and then work first, and is now excited to witness the recent tide turning toward integration and pathways. She will share with us the approach that Pennsylvania has taken toward offering college credentialing and certification for TANF and SNAP recipients and give us some of the tips they have learned and potholes to avoid during the implementation of such an approach.

Tim Martin, Director of the Office of State Systems, U.S. Department of Labor/Employment and Training Administration, Boston Regional Office

Tim Martin is the director of the Office of State Systems in the U.S. Department of Labor/Employment and Training Administration's Boston Regional Office. Prior to becoming the director, he worked on a number of workforce development programs, including unemployment insurance, job training, Welfare-to-Work, and ETA-funded competitive grants. Prior to joining ETA, Mr. Martin worked as an attorney in Boston for the Rhode Island Department of Labor and Training on youth-related programs, and as a Peace Corps volunteer in the South Pacific. He received his undergraduate degree from the University of Rhode Island and law degree from Suffolk University Law School.

Carol Monteiro, TANF Region I Program Manager, Office of Family Assistance, Administration for Children and Families

Carol Monteiro is the Region I TANF program manager for the Administration for Children and Families in the U.S. Department of Health and Human Services. As regional manager, she provides oversight and guidance to the New England states on the operation of the TANF program. She previously worked in the Office of Child Support Enforcement Services (OCSE), was a member of the OCSE National Training Workgroup, Regional Training Liaison, and was the lead for the Region I Intergovernmental Workgroup, in addition to programmatic duties. She joined OCSE in 1987 after working in the AFDC program under the Family Support Administration and the Health Care Finance Administration (now known as HCFA).

Sarah Muempfer, Director of Workforce Development, Maryland Department of Human Resources

Sara Muempfer is the director of Workforce Development at Maryland's Department of Human Resources, leading TANF and SNAP E&T workforce development programs. She earned her bachelor of science in Human Development Family Studies from Pennsylvania State University and began her 18-year career in workforce development as a job developer at a community-based organization in Columbia, MD. Subsequently, she worked at a local workforce investment board and Maryland's Department of Labor, focusing on disability and youth workforce development. She holds a Global Career Development Facilitator credential and is a recent graduate of DHR's Leadership Development Initiative and the Weinberg Sector Skills Academy. Ms. Muempfer currently lives in the Baltimore, MD, area with her active, twin sons.

Yekaterina (Kate) Probert Fagundes

Kate Probert Fagundes is an MFIP/DWP/SNAP employment services division manager with Ramsey County Workforce Solutions in Minnesota. In the last few years, she has been working with her team to redesign current MFIP/DWP programs to ensure that the programs provide opportunities for the residents to improve employment and family stability through participating in activities that matter to the residents.

Elisabeth A. Sachs, Executive Director, Job Opportunities Task Force (JOTF)

Elisabeth Sachs is the executive director of Job Opportunities Task Force (JOTF), an independent, nonprofit workforce intermediary that develops policies and programs to increase the skills, job opportunities, and incomes of low-skill, low-income workers and job seekers. Ms. Sachs is an expert in workforce issues and has testified before the state legislature on issues ranging from adult learning and higher education to industry sector strategies. Prior to joining JOTF, Ms. Sachs was a senior advisor to the Maryland Attorney General where she developed consumer and worker protection initiatives. Ms. Sachs has also served as a senior advisor at the Maryland Department of Labor, Licensing, and Regulation and program director for EARN Maryland, a statewide industry-led workforce and economic development initiative. As the EARN Maryland program director, Ms. Sachs managed a \$9-million state-funded grant program focused on targeted workforce training through public-private partnerships. Ms. Sachs served previously as the interim secretary of the Maryland Higher Education Commission (MHEC), interim director of the Governor's Workforce Investment Board and as the Maryland Department of Labor, Licensing & Regulation's director of policy and planning. In those capacities, Ms. Sachs developed additional expertise in tax credit programs, worker misclassification, unemployment insurance reform, and the alignment of adult education with workforce training. Ms. Sachs holds a bachelor's degree from Haverford College and a law degree from Yale Law School.

H. Luke Shaefer, Ph.D.

H. Luke Shaefer, Ph.D., is an associate professor at the University of Michigan, School of Social Work and Gerald R. Ford School of Public Policy where he studies poverty and social welfare policy in the United States. His research has been published in top peer-reviewed academic journals, such as *Journal of Policy Analysis and Management*, and has been supported by the National Science Foundation, among other sources. He received the 2013 Deborah K. Padgett Early Career Achievement Award given by the Society for Social Work and Research. His recent book with Kathryn Edin, *\$2.00 a Day: Living on Almost Nothing in America*, was named one of the 100 Notable Books of 2015 by the New York Times Book Review and won the Hillman Prize for Book Journalism.

LaMonica Shelton, TANF Region IV Program Manager, Office of Family Assistance, Administration for Children and Families

LaMonica Shelton currently serves as the TANF program manager for the Office of Family Assistance with the Administration for Children and Families (Region IV) in the U.S. Department of Health and Human Services. Prior to that, Ms. Shelton served as associate director for policy and communications and the acting director for research and evaluation at the Corporation for National and Community Service (CNCS). CNCS is an independent, federal agency that engages millions of individuals of all ages and backgrounds in service to help meet needs of communities through its programs, such as AmeriCorps. Ms. Shelton has extensive experience in designing and implementing grassroots programs and developing policies to support the well-being of children, young adults, and families.

John Stella, TANF Director, Massachusetts Department of Transitional Assistance

John Stella has worked with Massachusetts's Department of Transitional Assistance for 32 years. Mr. Stella started his career in 1984 as an AFDC case manager working in various offices throughout the state. In 1997, he was promoted to a cash policy writer. Last year, he was appointed the TANF/cash director for the agency. Mr. Stella has spent the last year working on a cross-agency implementation of "Pathways to Self-Sufficiency," a screening and referral tool to be used by TAFDC case managers to identify clients' strengths and challenges, as well as what work program supports are necessary to reaching economic self-sufficiency.

Damon Waters, Family Assistance Program Specialist, Office of Family Assistance, Administration for Children and Families

Damon Waters is a nationally recognized technical assistance and capacity-building provider and policy professional with 20 years of professional experience in the public, private, nonprofit, and academic sectors. He has a broad program and policy understanding of a variety of topics relating to preventative health care, higher education, political empowerment, poverty, and public policy. As a program specialist, Mr. Waters develops, collects, maintains, and disseminates information essential to TANF programs under the auspices of the state TANF Bureau. He develops technical assistance products and works across poverty and TANF stakeholder groups to improve program and recipient outcomes. Prior to joining OFA, Mr. Waters was a technical specialist in welfare and workforce policy and programming at ICF International. Mr. Waters was also the program director of a fast-paced consulting firm where he managed a series of public health and education initiatives and conducted numerous qualitative analyses of public policies and programs impacting underserved populations. Commencing his career, he was a political science researcher and instructor at Howard University in Washington, DC. A published author, he has written on the effectiveness of community coalitions in delivering social services, employment and training, welfare and poverty, linked networks of prevention, treatment and care services, higher education desegregation, political empowerment, and voting rights for District of Columbia residents. Mr. Waters received a master of arts in political science and master of public policy from Howard University.