



New York State Community Action Association **Finance & Human Resources Conference**

April 28 - 30, 2010

Holiday Inn-Finger Lakes
Auburn, New York

KEYNOTE SPEAKER

Elliot Pagliaccio

Assistant Comptroller

Strategic Planning and
Program Effectiveness

Office of the State Comptroller

TRAINERS

Finance Track

Gerard Zack

Nonprofit Resource Center

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Terence Cook

Fiscal Management Associates

Human Resources Track

Christopher Mills

Fisher and Phillips LLP

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Peter Andrew

Council Services Plus

NEW!! Head Start Track

Vincent Daly

New York Head Start State-Based
Training & Technical Assistance Office

(in collaboration with the Region II Office of Grants Management)

Exciting New Training Topics!

- Social Networking Websites: Employment Law Pitfalls
- Entirely New Head Start Track - Fiscal and HR Topics
- Fair Value Accounting Applications for Nonprofits
- Developing Proactive Workplace Violence Prevention Strategies
- Making Sense of Fiscal Matters for Your Non-Fiscal Staff

CPE Credits
(pending approval by
State Education Dept)

Register Today at

www.nyscaaonline.org

See inside for more registration details

New York State Community Action Association Finance & Human Resources Conference

The Finance and Human Resources conference is a highly specialized training for those responsible for any fiscal, human resources and/or Head Start operations at Community Action Agencies and other nonprofit organizations. All conference participants will be provided with the most up-to-date information relevant to their work.

Featured Trainers

FINANCE TRACK

Gerard Zack, Nonprofit Resource Center. Gerry is an expert in financial management of nonprofit organizations and associations, recognized as one of the nation's foremost authorities on the unique accounting, tax, audit and financial management issues of nonprofits. Gerry founded Nonprofit Resource Center in 1990 and has trained more than 12,000 participants since then; he is frequently praised for his ability to explain complex financial and technical issues and apply them to specific organizations. Gerry is author of the book *Fraud and Abuse in Nonprofit Organizations: A Guide to Prevention and Detection* (pub. 2003 by John Wiley & Sons) and is one of only eight Fellows in the 32,000-member Association of Certified Fraud Examiners.

Terence D. Cook, Fiscal Management Associates (FMA). Terence brings an in-depth knowledge of the nonprofit sector, with a focus on fiscal accountability, governance and evaluation. He has more than 20 years of experience in nonprofit management and local government, both in his native Great Britain and internationally, and works at FMA to design and implement fiscal, reporting and oversight systems and processes. Prior to joining FMA, Terence was Director of Finance and Operations at the Stonewall Community Foundation where he managed all aspects of the fiscal, I.T. and H.R. functions of a charitable foundation, granting \$1,000,000 per year to LGBTQ community-based organizations. Previously, Terence was Director of the Alliance for Nonprofit Governance (now known as Governance).

HUMAN RESOURCES TRACK

Christopher Mills, Fisher & Phillips, LLP. Chris Mills is a partner in Fisher & Phillips' New Jersey office. For more than 30 years, Chris has assisted clients in navigating through the maze of labor and employment laws, relying on his wide range of experience in employment litigation, employment discrimination, workforce reduction, employment-at-will and wrongful termination, traditional labor relations law, affirmative action plans, and employee pension and benefit plans. He has been selected to represent major corporations in class actions under ERISA and collective claims under the Fair Labor Standards Act. Chris has been recognized by his peers, being listed in *The Best Lawyers in America* and *Who's Who Legal USA*, and selected as a New Jersey Super Lawyer and Fellow of the College of Labor and Employment Lawyers.

KEYNOTE SPEAKER: Elliot Pagliaccio

Assistant Comptroller, Strategic Planning
and Program Effectiveness,
NYS Office of the State Comptroller

Elliot Pagliaccio reports directly to the First Deputy and Comptroller on strategic planning and agency performance management issues, serves on the Comptroller's Senior Management Group and First Deputy's Administrative Council, and coordinates activities associated with the Comptroller's 6 Strategic Priorities and monthly Performance Management System Report. Mr. Pagliaccio has extensive state and local government experience, as well as prior executive positions in the not-for-profit sector. Throughout his career, Mr. Pagliaccio has served as the State Agency Inspector General and Director of Internal Audit for the former NYS DFY; as an Assistant Commissioner with NYS DHCR; as the first County Coordinator of RIHY Services for Nassau County Youth Bureau; and as the District Director for a US Congressman from Long Island. Mr. Pagliaccio also served as Executive Director of various nonprofits, including community-based youth services, drug prevention and family services agencies, and served for ten years as Vice President and Senior Fellow with The Rensselaerville Institute – a policy think tank and training and consulting organization.

Peter Andrew, Council Services Plus. Mr. Andrew is President and CEO of Council Services Plus (CS Plus), an insurance brokerage headquartered in New York State. Mr. Andrew has more than 15 years of experience in the insurance industry, currently holds licenses for Life, Health, Property and Casualty, and is a frequent speaker on issues such as employee benefits and risk management.

HEAD START TRACK

Vincent Daly, New York Head Start State-Based Training & Technical Assistance Office.

Vincent has over 20 years of experience in nonprofit accounting and fiscal management. He began his accounting career as a bookkeeper for a Head Start delegate agency in New York City and, after serving as Fiscal Director for a large for-profit organization, he returned to Head Start as an Assistant Director where he helped supervise the program, helped train parents and worked closely with the Policy Council. Just before joining the NY Head Start State-Based Training and Technical Assistance Office, he was responsible for managing the accounting department for a large multi-service maternal and child health agency with 120 staff members and 19 funded programs.

AGENDA

Wednesday, April 28th

- 12:00pm Lunch
- 1:00pm Keynote Speaker: Elliot Pagliaccio**
NYS Office of the State Comptroller
- 1:45pm **Finance:** GAAP Updates. Gerry Zack
HR: HSAs & Health Insurance. Peter Andrew
Head Start: Non-Federal Share. Vincent Daly
- 3:15pm **Finance:** Complex and Emerging Accounting
Issues, Part 1. Gerry Zack
HR: Emergency Planning. Peter Andrew
Head Start: Cost Allocation. Vincent Daly
- 4:30-5:30pm Q & A with Gerry Zack
- 5:30pm Dinner on Your Own

Thursday, April 29th

- 8:30am Breakfast
- 9:00am **Finance:** Complex & Emerging Accounting
Issues, Part 2. Gerry Zack
HR: Social Networking Websites: Employment
Law Pitfalls. Christopher Mills
Head Start: A133 Audit.
- 10:45am **Finance:** Internal Controls - Key Controls. Gerry Zack
HR: Federal Discrimination Laws: What's Old,
What's New and What May be Coming.
Christopher Mills
Head Start: Human Resources.
- 12:00pm Lunch
- 1:00pm **Finance:** Internal Controls - Fraud Prevention.
Gerry Zack
HR: The New FMLA Regulations: What Every
Employer Must Know to Comply.
Christopher Mills
Head Start: Facilities, Part 1.
- 2:45pm **Finance:** IRS Form 990 Update. Gerry Zack
HR: Complying with Provisions of the ADA
Amendments Act Christopher Mills
Head Start: Facilities, Part 2.
- 4:30pm Dinner on Your Own

Friday, April 30th

- 8:30am Breakfast
- 9:00am **Finance:** Putting Finance Policy and Procedures
into Writing. Terence Cook
HR: Wage & Hour Law. Christopher Mills
Head Start: Reporting, Part 1. Vincent Daly
- 10:45am **Finance:** Making Sense of Fiscal Matters for Your
Non-Fiscal Staff. Terence Cook
HR: Proactive Workplace Violence Prevention and
Response. Christopher Mills
Head Start: Reporting, Part 2. Vincent Daly
- 12:00pm Adjourn

REGISTRATION

PLEASE REGISTER ONLINE

www.nyscaaonline.org

Registrations also accepted via phone, fax and mail

Registration Fee: \$275 (includes meals)

Registration Deadline: April 22, 2010

To register by mail or fax, please complete
the form below (1 per registrant).

Name _____

Address _____

Phone _____

Fax _____

Email _____

Make checks payable to: NYSCAA
NYSCAA
2 Charles Blvd
Guilderland, NY 12084
(518)690-0491 • fax (518)690-0498

Cancellation Policy: Cancellations
MUST be made in writing via fax or email by
April 22, 2010 to Kristine Huggins at (518)
690-0498 or khuggins@nyscaaonline.org.
Any registration cancelled after this date
will be payable in full.

QUESTIONS?

Call Kristine Huggins, Event Planner
(518)690-0491 ext 27
khuggins@nyscaaonline.org

HOTEL ROOM BLOCK INFO

Holiday Inn-Finger Lakes
75 North Street
Auburn, NY 13021
(315) 253-4531
\$79.95/night (Single/Double)
Reference: NYS Community Action



New York State Community Action Association
2 Charles Boulevard, Guilderland, NY 12084
www.nyscaaonline.org

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