

ADVOCATE . EDUCATE. TRAIN.

# AFOP 2025 NATIONAL CONFERENCE

Growing Forward and Embracing Change:  
Advancing America's Farmworkers Through NFJP

Hyatt Regency, Cincinnati, Ohio  
September 23-25, 2025

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## AFOP 2025 NATIONAL CONFERENCE AGENDA









*\*Subject to change*











### MONDAY, SEPTEMBER 22, 2025

9:00am – 4:00pm	REGISTRATION OPEN	Foyer
10:00am – 12:00pm	AFOP Board of Directors Engagement Exercise: Getting to Know Your Fellow AFOP Leaders	Regency DEFG
1:00pm – 5:00pm	AFOP Board of Directors Meeting	Regency DEFG
7:30pm-8:30pm	Wind-Down Yoga with Certified Yoga Instructor Cheryl Torres 😊	Sun Garden

### TUESDAY, SEPTEMBER 23, 2025








6:30am-7:30am	Wake-Up Yoga Session with Certified Yoga Instructor Cheryl Torres ☀️	Sun Garden
8:00am – 4:00pm	REGISTRATION OPEN	Foyer
9:00am – 10:15am	OPENING PLENARY SESSION   BREAKFAST BUFFET 8:00am-9:00am	Regency ABC
10:30am – 11:30am	<b>Cultural Barriers to Mental Health (TO BE REPEATED) 🟤</b>  <i>Speaker:</i> Kimber Nicoletti-Martínez, AgrAbility Farm Worker Outreach Coordinator, Purdue University	Kimber Nicoletti-Martínez will share community-based strategies that center trust, resilience, and culturally relevant support for Latinx and agricultural workers navigating mental health challenges.
10:30am – 11:30am	<b>Relationship-Building Between American Job Centers (AJCs) and NFJP 🟢🟡🔴</b>  <i>Speaker:</i> Ralph Sinistro, Program Administrator, Summit County Department of Job and Family Services	NFJP and the American Job Centers have many mutual goals and points of collaboration. This session will address how the two can work together better to benefit farmworkers and the workforce system.

10:30am – 11:30am		<b>Updates to the Uniform Guidance</b>  <i>Speaker:</i> Tammy Jelinek, Partner, WIPFLI LLP	Stay current with the latest changes to the Uniform Guidance, including key updates and their implications for your organization. This session will provide essential insights and practical advice for compliance.	Bluegrass AB
11:45am – 12:45pm	BREAKOUT B	<b>Cultural Barriers to Mental Health (REPEAT)</b>  <i>Speaker:</i> Kimber Nicoletti-Martínez, AgrAbility Farm Worker Outreach Coordinator, Purdue University	Kimber Nicoletti-Martínez will share community-based strategies that center trust, resilience, and culturally relevant support for Latinx and agricultural workers navigating mental health challenges.	Buckeye AB
11:45am – 12:45pm		<b>Talking Shop: Networking with Peers</b>  <i>Facilitators:</i> Madell Breedlove and Diana Guzman, PathStone Corporation	Come find out how your peers do the same job as you but in other states or regions. This session will consist of networking, information-sharing, and brainstorming with NFJP staff from across the country.	Regency A
11:45am – 12:45pm		<b>How to Prevent Disallowed Costs</b>  <i>Speaker:</i> Tammy Jelinek, Partner, WIPFLI LLP	Explore the process in the Uniform Guidance to identify if a grant expense is allowable, unallowable, or needs prior approval, especially when it is not mentioned in 2 CFR Part 200 Subpart E Cost Principles.	Bluegrass AB
11:45am – 12:45pm		<b>Migration &amp; Education: Identifying and Serving the Children of Agricultural Workers</b>  <i>Speaker:</i> Jose Salinas, Ph. D., Director, Ohio Migrant Education Center	Participants will learn about the rich agricultural landscape that attracts farm labor to Ohio; the unique educational challenges that transient children of agricultural farm workers face; and how Ohio identifies children of migratory families.	Regency EFG
12:45pm – 2:15pm	LUNCH ON YOUR OWN			
2:15pm – 3:15pm	BREAKOUT C	<b>ATI ONLY: Business Services Mega-Review</b>  <i>Speaker:</i> MaryAnn Lawrence, CEO, PowerNotes LLC	You had a successful year learning the Think-Know-Act-Grow formula for success! Now it's time for a review to make sure you apply this knowledge effectively to your jobs with NFJP partners, farmworkers, and employers. <i>For 2024-2025 Business Services ATI participants only.</i>	Regency A
2:15pm – 3:15pm		<b>GPMS for Beginners</b>  <i>Speaker:</i> Andrew Wiegand, Ph. D., President, Social Policy Research Associates (SPRA)	Dr. Wiegand will provide an overview of the system, why it's being implemented, and will walk you through the onboarding process and what MIS staff need to know as they begin reporting into it.	Buckeye AB
2:15pm – 3:15pm		<b>Best Practices in Accounting and Segregation of Duties</b>  <i>Speaker:</i> Tammy Jelinek, Partner, WIPFLI LLP	Discuss effective strategies to share financial responsibilities through the segregations of duties even with small teams. This session will provide practical insights around safeguarding your financial resources.	Bluegrass AB

2:15pm – 3:15pm		<b>Tips for Designing and Implementing an Effective Assessment Process</b>   <i>Speaker:</i> Cheryl Torres, Licensed Clinical Social Worker	Learn how to implement thorough, reflective, and adaptable assessments of client needs, so you can enhance the effectiveness of your interventions, foster stronger relationships, and drive better outcomes for your clients.	Regency EFG
3:30pm – 4:30pm	BREAKOUT D	<b>ATI ONLY: Leadership Mega-Review</b>  <i>Speaker:</i> MaryAnn Lawrence, CEO, PowerNotes LLC	Congratulations, you completed the ATI Leadership Development course and are now an <u>ATI-certified leader</u> ! Attend this final session to look back on everything you’ve learned over the past year. <i>For 2024-2025 Business Services ATI participants only.</i>	Regency A
3:30pm – 4:30pm		<b>Beyond the Surface: Understanding Trauma-Informed Approaches in Case Management</b>   <i>Speaker:</i> Cheryl Torres, Licensed Clinical Social Worker	Learn how you can empower clients by using trauma-informed case management. This model creates a supportive framework that not only addresses immediate needs but also promotes long-term resilience and healing for individuals navigating the aftermath of trauma.	Regency EFG
3:30pm – 4:30pm		<b>Updates on NFJP Performance</b>    <i>Speaker:</i> Andrew Wiegand, Ph. D., President, Social Policy Research Associates (SPRA)	Curious how the National Farmworker Jobs Program has been performing in recent quarters? Dr. Wiegand will summarize current and recent NFJP program performance and compare it to that of other WIOA-funded programs.	Buckeye AB
3:30pm – 4:30pm		<b>Transitions, Migration, and Agriculture: What’s Next? (TO BE REPEATED)</b>  <i>Speaker:</i> Philip Martin, Ph. D., Professor Emeritus, UC Davis	Some 2.5 million workers fill the average 1.5 million jobs in US agriculture. About 2 million farm workers were born in Mexico, and they comprise 3 major groups: 850,000 legal, 850,000 unauthorized, and 300,000 H-2As. Deportations accelerate rising labor costs and other factors. Informal Q&A will be included at the end.	Bluegrass AB
5:00pm – 6:00pm	ATI CERTIFICATION CEREMONY <i>(all invited)</i>			Regency ABC
7:30pm-8:30pm	Wind-Down Yoga with Certified Yoga Instructor Cheryl Torres 			Sun Garden
	EVENING ON YOUR OWN			

# WEDNESDAY, SEPTEMBER 24, 2025

6:30am-7:30am	Wake-Up Yoga Session with Certified Yoga Instructor Cheryl Torres 🌞			Sun Garden
8:00am – 4:00pm	REGISTRATION OPEN   CONTINENTAL BREAKFAST BUFFET 8:00am-9:00am			Foyer
9:00am – 10:15am	PLENARY SESSION: -- Speaker: Darrell “Coach D” Andrews			Regency ABC
10:30am – 11:30am	BREAKOUT E	<b>Strengthening Farmworker Services: Effective Partnerships Between NFJP and State Monitor Advocates</b> 🟡🟢  <i>Speaker:</i> South Carolina State Monitor Advocate Abdalis Toro	Let’s explore the critical partnership between the National Farmworker Jobs Program (NFJP) and State Workforce Agencies (SWAs) in serving migrant and seasonal farmworkers! Attendees will gain insights into partnering with the SMA, referral processes, data sharing, and how coordination enhances service delivery and program outcomes.	Regency EFG
10:30am – 11:30am		<b>GPMS for Advanced Users</b> 🟡🟢  <i>Speaker:</i> Andrew Wiegand, Ph. D., President, Social Policy Research Associates (SPRA)	Have you been using the Grants Performance Management System (GPMS) for some time? In this presentation, Dr. Wiegand will jump into a more advanced discussion on the system’s requirements and capabilities. This will allow users to ask questions that can be used to help improve the system and ensure that it meets the needs of the NFJP community.	Bluegrass AB
10:30am – 11:30am		<b>Transitions, Migration, and Agriculture: What’s Next? (REPEAT)</b> 🟡  <i>Speaker:</i> Philip Martin, Ph. D., Professor Emeritus, UC Davis	Some 2.5 million workers fill the average 1.5 million jobs in US agriculture. About 2 million farm workers were born in Mexico, and they comprise 3 major groups: 850,000 legal, 850,000 unauthorized, and 300,000 H-2As. Deportations accelerate rising labor costs and other factors.	Buckeye AB
10:45am – 11:30am		<b>ATI: Meet your New Trainer and Learn What’s in Store for ATI 2025-2026</b> 🟡  <i>Speaker:</i> Darrell Andrews, Workforce Development Consultant & Motivator, Darrell Andrews & Associates LLC	“Coach D” Andrews is a nationally acclaimed speaker and sought-after trainer in the workforce development world... and this year he is the trainer for AFOP’s Training Institute! This session is <b>OPEN TO ALL</b> whether you’ve already registered for ATI or not. Come find out what all the fuss is about.	Regency A
11:45am – 12:45pm	BREAKOUT F	<b>Farmworker Case Studies</b> 🟡  <i>Facilitator:</i> Jessica Sanchez, Program Development Coordinator, SENPH <i>Panel:</i> Southeast Nonprofit Housing, Proteus, Inc. (Indiana), and Proteus, Inc. (CA)	This session will review examples of NFJP participants from the case files who have changed, challenged, or affirmed how grantees administer the National Farmworker Jobs Program. Audience members will also be encouraged to share.	Regency EFG

11:45am – 12:45pm		<b>Business Development vs. Job Development... the Difference Matters!</b>  <i>Speaker:</i> MaryAnn Lawrence, CEO, PowerNotes, LLC	This seminar will highlight the skills staff need to successfully work with businesses and then connect them with job seekers. Attendees will get a profile of skills needed to perform business development duties and job development duties.	Buckeye AB
11:45am – 12:45pm		<b>How to Keep Pace with Rapid Change</b>  <i>Speaker:</i> Daniel Zinnel, CEO, Proteus, Inc.	Change is constant - and accelerating. In this interactive session, you will explore practical tools and mindsets to help you lead through uncertainty, stay grounded during transitions and inspire resilience within your team.	Bluegrass AB
12:45pm – 2:15pm	<b>Luncheon Featuring AFOP Hall of Fame and Excellence Award Winners</b>			Regency ABC
2:30pm – 3:15pm	<b>BREAKOUT G</b>	<b>ATI ONLY: Case Management Kick-off</b>  <i>Speaker:</i> Darrell Andrews, Workforce Development Consultant & Motivator, Darrell Andrews & Associates LLC	Coach D will prepare AFOP member staff with the essential skills they need to guide participants from initial contact to economic self-sufficiency. Let's get started! <i>For 2025-2026 ATI Case Management participants only</i>	Regency A
2:15pm – 3:15pm		<b>Housing Our Essential Workers: Creative Solutions to Address Farmworkers' Basic Needs (TO BE REPEATED)</b>  <i>Speaker:</i> Manda LaPorte, Research Associate, Housing Assistance Council (HAC)	As farmworker dynamics change, communities are exploring creative solutions for affordable, dignified housing. This session will share knowledge, strategies, and solutions to improve housing and justice access for these essential community members.	Bluegrass AB
2:15pm – 3:15pm		<b>The Past, Present, and Future Workforce System</b>  <i>Speaker:</i> MaryAnn Lawrence, CEO, PowerNotes LLC	This seminar will shed light on the workforce system and its progression to today. Understand the latest on the known and projected future of workforce programs and where your programs fit.	Buckeye AB
2:15pm – 3:15pm		<b>How to Prepare for a Monitoring Review</b>  <i>Speaker:</i> Raymond Smith, Vice President of Workforce Development, SENPH	Everything you need to know about preparing for a visit from your Federal Project Officer – as spoken by a former Federal Project Officer, himself.	Regency EFG
3:30pm – 4:30pm	<b>BREAKOUT H</b>	<b>ATI ONLY: Leadership Development Kick-off</b>  <i>Speaker:</i> Darrell Andrews, Workforce Development Consultant & Motivator, Darrell Andrews & Associates LLC	Ready to take your NFJP career to the next level? Coach D's Leadership Development curriculum is designed to develop confident, inspiring leaders who can navigate challenges while driving their organizations toward greater impact. <i>For 2025-2026 ATI Motivational Leadership Participants, only.</i>	Regency A



3:30pm – 4:30pm		<b>Housing Our Essential Workers: Creative Solutions to Address Farmworkers' Basic Needs (REPEAT)</b> ●	As farmworker dynamics change, communities are exploring creative solutions for affordable, dignified housing. This session will share knowledge, strategies, and solutions to improve housing access and justice for these essential community members.	Bluegrass AB
3:30pm – 4:30pm		<b>Beyond the Handshake: Real Strategies for Employer Engagement</b> ●●	Building strong employer relationships takes more than a good introduction—it requires trust, strategy, and sustained collaboration. Learn how to identify mutual goals, tailor your approach to different industries, communicate your value effectively, and maintain ongoing engagement.	Regency EFG
5:00pm – 6:00pm	<b>PRESIDENT'S RECEPTION</b> ( <i>all invited</i> )			Sun Garden

## THURSDAY, SEPTEMBER 25, 2025

8:00am – 11:00am	<b>REGISTRATION OPEN</b>			Foyer
8:30am – 10:00am	<b>BREAKOUT I</b>	<b>Revive &amp; Thrive: Addressing Burnout and Building Workplace Well-being</b> ●●	A practical and empowering session designed to help leaders and staff identify signs of burnout, understand its root causes, and implement strategies that promote a healthier, more resilient workplace. Participants will explore tools for stress management, work-life balance, and creating a culture of support and psychological safety.	Regency EFG
8:30am – 10:00am		<b>Using Artificial Intelligence to Write a Better Quarterly Narrative Report</b> ●●	Integrating AI technology into the DOL NFJP quarterly narrative reporting (QNR) process can significantly enhance compliance with the Joint QNR Instructions while improving efficiency and accuracy. This session will share evidence and strategies.	Bluegrass AB
8:30am – 10:00am		<b>Full Circle: Insights from NFJP Alumni Staff</b> ●	NFJP alumni staff will share their journeys from working the fields to participating in the NFJP program to becoming an NFJP leader, including the support they received along the way. They will also share how they bring that perspective to their current role.	Buckeye AB
10:30am – 12:00pm	<b>CLOSING PLENARY BRUNCH</b>			Regency ABC

**The colored dot system is only a guide** to help conference attendees determine which sessions relate best to their work. Participants may attend any session they like.

\*[Most ATI sessions require advance registration and payment](#) – check with your supervisor

- NFJP Policy – everyone welcome
- Executives and Agency Board members
- Employment & Training - Experienced staff & managers
- Employment & Training – Entry to mid-level staff (non-management)

- Finance
- Management Information Systems (MIS)
- AFOP Training Institute (ATI) – all levels of employment & training staff are welcome, including managers.\*
- ALL



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