Ohio Job and Family Services **Directors' Association**

FISCAL SYMPOSIUM

SESSION DESCRIPTIONS

Tuesday, August 18, 2026

PLENARY SESSION #1: 9:30 AM – 10:30 AM

101: The Art of Saying No

Saying "no" at work can feel like walking a tightrope. You want to keep your balance without falling into the "difficult to work with" category. But here's the truth: Knowing how and when to say "no" is essential for keeping your sanity and maintaining a healthy, professional presence. Still, many people hesitate, afraid they'll come across as uncooperative or unwilling to be a team player.

Sometimes, it's easier just to say "yes" and deal with the stress later, but that approach adds up quickly. Before you know it, you're buried under work that doesn't serve you or your goals. The good news? You can say no without burning bridges. It just takes the right mix of clarity and confidence.

Join us to learn tips and tricks for saying no professionally.

Target Audience: General Interest

Presented By: Dawnielle Pierce (ODJFS)

BREAKOUT SESSIONS: 10:45 AM – 12:00 PM

201: PCSA Budgets, Projections, and Strategy

This session will help participants maximize the use of child welfare funding through effective budgeting, forecasting, and strategic planning. Attendees will learn how to project expenditures and revenue, evaluate funding scenarios, and develop multi-year budget forecasts.

The session will include an in-depth review of Summit County CSB's budgeting tools and processes, along with practical strategies for optimizing allocations through RMS, cost pools, and proactive review of expenditures and revenue. Participants will gain a comprehensive understanding of child welfare funding and approaches to stretching available resources to their fullest potential.

Target Audience: Intermediate, Experienced

Presented By: Kelly Hickle-Lentz (Wood County JFS), Darin Kearns (Summit County Children Services)

202: County Monitoring Hot Topics

This session will address notable issues and recommendations pertaining to cost allocation, procurement, equipment, TANF, NET, Title IV-E (adoption and foster care), and Ohio START, in addition to outlining available technical assistance services.

Target Audience: Intermediate

Presented By: Leighann Cook (ODJFS, County Monitoring and Technical Assistance), Levi Hill (ODJFS, County Monitoring and Technical Assistance), Lisa White (ODJFS, County Monitoring and Technical Assistance)

BREAKOUT SESSIONS: 1:00 PM – 2:15 PM

301: The Wonderful Wizard of IV-D: Behind the Fiscal Curtain

This session offers a clear, beginner-friendly overview of how child support is funded at the federal, state, and county levels. Participants will learn the fundamentals of Title IV-D funding, state allocations, matching requirements, incentives, and allowable costs. Whether you're new to child support, work in a combined agency and want to better understand your child support partners, or simply need a refresher, this session provides the essential building blocks for understanding how funding supports county operations and services to families.

Target Audience: Introductory, General Interest

Presented By: Traci Berry (Tuscarawas County Child Support Enforcement Agency), Amy Roehrenbeck (Ohio Child Support Professionals Association)

302: The Ohio Ethics Law 2026: When Doing Right Matters

This engaging and interactive discussion explores the ongoing values and protections of the Ohio Ethics Law and dissects restrictions and prohibitions under this criminal statute. This session will assist those in public service who are subject to the law and those in the private sector who are regulated by or do business with governmental entities.

Objectives:

- Identify potential conflicts of interest and understand appropriate and legal response
- Understand gift restrictions for those in public service or when interacting with public officials or public employees
- Recognize potential public contract and representation violations when public official has connections with private organizations
- Grasp post-employment requirements when leaving public service or hiring former public servants
- Learn about general assistance available from the Ohio Ethics Commission to understand and comply with the Ethics Law

Target Audience: Introductory, Intermediate

Presented By: Susan Willeke (Ohio Ethics Commission)

BREAKOUT SESSIONS: 2:45 PM – 4:00 PM

401: 2024 Uniform Guidance Revisions and Beyond

This session will discuss the updates to the Uniform Guidance that occurred as a result of the major changes made in 2024 as well as updates that have been made since their effective date.

Target Audience: Introductory, Intermediate
Presented By: Teresa Hicks (Ohio Auditor of State)

402: Introduction to Cash Management

Participants will gain a deeper understanding of cash on hand, compliance, and monitoring requirements. The session will cover the history and purpose of cash management, as well as the reasons cash is monitored. It will also explain how cash on hand is calculated and tracked and what happens when cash on hand totals are out of compliance.

Target Audience: Introductory
Presented By: Terry Jones (ODJFS), Kathleen Leadingham (ODJFS)

Wednesday, August 19, 2026

PLENARY SESSION #2: 9:00 AM – 10:15 AM

501: Internal Controls & Segregation of Duties Review

This session breaks down what internal controls and segregation of duties are and why they are important for reducing risk, preventing fraud, and improving accountability. It covers the five key elements of an effective control framework, common red flags, and practical best practices for an effective control environment. It also emphasizes the importance of documented policies and active oversight by management. Attendees will leave with an understanding that internal controls are ongoing, should be practical and well-communicated, and are most effective when both leadership and staff are actively engaged.

Target Audience: Introductory, Intermediate
Presented By: Amanda Copeland (Julian & Grube, Inc.)

BREAKOUT SESSIONS: 10:30 AM – 11:45 AM

601: Cost Allocation Plan: Understanding What Makes Up Your Indirect Costs

Want makes up a Cost Allocation Plan? Attending this session will give you better insight on how to read the plan, understand how expenses get allocated, and how activities and allocations for each department/schedule are determined.

Target Audience: General Interest
Presented By: Jill (Popp) McCrann (Maximus US Services Inc.)

602: Calculating Your Local PA Cash Balance

This session will review the data entry components of a PA Cash Analysis template and provide troubleshooting guidance for common issues. It will also highlight key information that can be gleaned from the template and how it impacts increases or decreases in the cash balance.

Target Audience: Intermediate

Presented By: Wes Shrider (ODJFS)

PLENARY SESSION #3: 12:45 PM – 2:00 PM

701: Workforce Transitions: Layoffs, Furloughs & Retention Strategies

This session deconstructs the high-stakes process of workforce reduction, from initial planning to final appeals. Participants will explore workforce transitions—including layoffs, furloughs, and retention strategies—while reviewing the basic components and procedures for job abolishments and layoffs. We will examine the mechanics of displacement and "bumping" rights, reinstatement lists, and the critical Good Faith Standard required to withstand legal scrutiny. Beyond the basics, we will dive into the nuances of "paper layoffs," classification hierarchies, and the intersection of Federal law and Collective Bargaining Agreements.

Target Audience: Introductory, General Interest

Presented By: Benjamin Humphrey (Fishel Downey Albrecht & Riepenhoff LLC)

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SPEAKER BIOS

TRACI BERRY graduated with a Juris Doctorate in 1994 from the University of Dayton and has spent 31 years in the field of family law, first as a private attorney, then as a CSEA Supervising Attorney acting as a courtroom attorney and Administrative Hearing Officer until becoming Director of the Agency in 2009. As an active member of the Ohio Child Support Professionals' Association, Ms. Berry has served on the Executive Board of Directors for 10+ years and has been involved in numerous committees and leadership activities. Currently, Director Berry chairs the Association's Legislative and Early Involvement committees, serves on the OCSPA training and association development subcommittees and is a member of several OCS-County work groups. Ms. Berry is a frequent presenter at child support Conferences, Bar Association events, attorney and administrative Hearing Officer Training, Judicial Conferences, and in 2024, at the National Child Support Engagement Association's Leadership Conference. Ms. Berry has provided testimony before both the Ohio House and Senate on state budget child support related items and family law legislation.

LEIGHANN COOK is an Audit Manager at the Ohio Department of Job & Family Services (ODJFS), working in the County Monitoring division of the Bureau of Monitoring & Consulting Services. Leighann has been with ODJFS for 18 years. For the past 12 years she has been the Audit Manager for the BMCS monitoring team which performs monitoring reviews of the county family service agencies primarily in central and southeast Ohio. Leighann received a Bachelor of Arts in Accounting and a Bachelor of Arts in Mathematics from Capital University.

AMANDA COPELAND is a Supervising Senior Project Accountant at Julian & Grube, a public accounting firm that provides audit and consulting services to local governments and school districts throughout Ohio. She has over ten years of experience in the government accounting sector and auditing profession. She began her career as an auditor and then transitioned into an audit consultant assisting government entities with audit compliance, audit preparation, and accounting inquiries.

KELLY HICKLE-LENTZ began her career in public service in 1997 and currently serves as the Operations Administrator for Wood County Job and Family Services, a position she has held for more than eight years. In this leadership role, she oversees and manages several agency-wide functions, including Fiscal Services, Information Technology, and Custodial Services. Prior to her appointment as Operations Administrator, Kelly dedicated nearly two decades to Children's Services, where she served in a variety of roles. Her experience includes 18 years in supervisory positions in Child Welfare. In addition to her agency responsibilities, Kelly serves as a professional trainer for the Ohio Child Welfare Training Program (OCWTP), delivering training on a range of topics related to supervision, casework practice, and workforce development. Throughout her career, Kelly has served as a member and founding member of numerous statewide, regional, and local committees and task forces, contributing to initiatives that enhance policy, practice, and service delivery.

TERESA HICKS is a Quality Assurance and Technical Specialist in the Center for Audit Excellence Division of the Ohio Auditor of State's Office. She has held various other positions as well in her over 25 years with the Auditor's office, ranging from intern to Assistant Audit III. Teresa's areas of specialty include federal grants, Agreed Upon Procedure Engagements and Basic Audits. Teresa has a Bachelor of Arts in Accounting from the Bethany College and a Master degree in Business Administration from Franciscan University of Steubenville. She is a member of the Central Ohio Chapter of the Association of Government Accountants (AGA) and the AICPA. Teresa is also a member of various National State Auditors Association (NSAA) committees, including the Single Audit Committee.

LEVI HILL is an Audit Manager at the Ohio Department of Job & Family Services (ODJFS), working in the County Monitoring division of the Bureau of Monitoring & Consulting Services. Levi has been with ODJFS since 2006. He has been an Audit Manager for the County Monitoring unit since 2012 and served as Audit Supervisor and Auditor before that. Levi received his Bachelor of Science in Business and Accountancy from Miami University.

BENJAMIN HUMPHREY advises clients on a variety of litigation, counseling, and transactional matters. His practice includes pre- and pending litigation guidance to public entities and private employers on issues involving civil rights, discrimination and harassment, the Family and Medical Leave Act, Americans with Disabilities Act, Age Discrimination in Employment Act, Fair Labor Standards Act and other laws relating to the employer/employee relationship. From advising Fortune 100 companies and serving as special counsel in litigation for a state attorney general, to where he began his legal career as an assistant prosecuting attorney representing political subdivisions, this unique and broad experience makes Benjamin well suited to provide both the advocacy and advice to best serve his clients.

TERRY JONES has served as a Senior Financial Analyst with the Bureau of County Finance and Technical Assistance for the past 17 months. Prior to this role, Terry worked for two years as a Senior Financial Analyst with the JFS Office of Financial and Monitoring Services. Terry also spent over 10 years with the Office of Budget and Management as a Senior Financial Reporting Accountant. Terry holds a Bachelor's degree in Accounting and an MBA from Franklin University.

DARIN KEARNS is a seasoned public sector finance and audit professional with more than 31 years of experience serving the State of Ohio and county human services agencies. Throughout his career, he has held key financial and leadership roles with the Bureau of Audit and Consulting Services, formerly known as the Bureau of Audit and Technical Support, Wayne County Job and Family Services, Portage County Job and Family Services, and Summit County Children Services. Darin brings a unique blend of expertise in both auditing and governmental finance, having spent 16 years in audit-related positions and 15 years managing county finance operations. His extensive experience includes financial oversight, budgeting, forecasting, compliance, internal controls, fiscal policy development, and strategic financial planning. He is recognized for his ability to translate complex financial information into practical solutions that support organizational goals and enhance fiscal stewardship. An active contributor to the human services finance community, Darin serves as a member of both the Ohio Job and Family Services Directors' Association Fiscal Committee and the Public Children Services Association of Ohio Fiscal Committee. Through these roles, he collaborates with state and county leaders to address fiscal issues, develop best practices, and support the effective administration of public resources. Darin earned his education from Kent State University and is a Certified Public Accountant (CPA). With over three decades of experience, Darin remains dedicated to helping organizations strengthen financial operations, maximize public funding opportunities, and deliver quality services to the communities they serve.

KATHLEEN LEADINGHAM is a graduate of THE Ohio State University She also received a Master's of Business Administration (MBA) degree from Ashland University. Kathleen began her state employment in the Office of Unemployment Insurance Operations (OUIO). She joined the Office of Workforce Development (OWD) as a Management Analyst in the Workforce Services, Performance Management unit. She went back to OUIO as a UC Compliance Auditor. In 2011, Kathleen joined the Office of Fiscal and Monitoring Services (OFMS) she is currently the supervisor of the Data Systems and Analysis Unit in BCFTA. She worked in the private sector as a financial advisor prior to joining the Ohio Department of Job and Family Services.

DAWNIELLE PIERCE is a dynamic people person with over 20 years of experience in leadership training and executive coaching. She is known for using humor and storytelling to educate people on leadership principles. Many have seen Dawnielle's work by attending a session in the State's Lead Ohio program. The program was designed, developed and delivered by Dawnielle and was the first statewide leadership program to be required for all new supervisors and managers in the State of Ohio. She now works as a Training and Relationship Manager for Job and Family Services.

JILL (POPP) McCRANN has been with Maximus for 21 years. Her career started when she was hired at Lake County Job and Family Services (JFS). She worked there for 7 years where she started in the IT Department to implement Y2K and then transitioned to the Fiscal Department. After her time at JFS, she became employed at Maximus where she started as a consultant and is now the Director of Financial Services for Ohio and Indiana. Project work she oversees includes city, county, and state agency cost plans as well as several space rental rate agreements and County IV-D cost agreements.

AMY ROEHRENBECK is the Executive Director of the Ohio Child Support Professionals Association (OCSPA). She has worked in the child support program since 2001. Amy served as an Assistant Prosecuting Attorney with the Morrow County Child Support Enforcement Agency (CSEA) from 2001 to 2007. In that role, she handled the agency's court matters, including paternity and support establishment, contempt proceedings, and felony prosecution. In November 2007, Amy joined OCSPA as Senior Policy Analyst. She served in that role until July 2016, when she was appointed Executive Director. As Executive Director, Amy advocates for Ohio's county child support agencies in collaboration with the Ohio Department of Job and Family Services, the State Office of Child Support, the courts, the private bar, and community partners. She also leads legislative outreach with the Ohio General Assembly and regularly testifies before House and Senate committees on child support and related legislation. Amy earned a bachelor's degree from Indiana University, where she double majored in History and Slavic Languages and Literature. She is also a graduate of Capital University Law School. In 2019, Amy received the NCSEA Emerging Leadership Award. Amy is a proud hockey mom who loves books, podcasts, a great cup of coffee, and traveling with her family.

WES SHRIDER is the Regional Fiscal Supervisor for the Bureau of County Finance and Technical Assistance (BCFTA) Region 2, which includes counties in northwest and north central Ohio. He has worked in BCFTA since 2010.

LISA WHITE is an Audit Manager at the Ohio Department of Job and Family Services (ODJFS), working in the County Monitoring division of the Bureau of Monitoring and Consulting Services (BMCS). Lisa has been with ODJFS since 2017 serving as the Audit Manager for the BMCS monitoring team which performs monitoring reviews of the county family service agencies in northeastern Ohio. She holds a Master of Public Administration

from the Maxine Goodman Levin School of Urban Affairs at Cleveland State University, and a Bachelor of Science in Business Administration from Baldwin Wallace University.

SUSAN WILLEKE is an accomplished government-relations professional with more than 34 years' experience in public affairs, communication, and public speaking. Susan joined the Ohio Ethics Commission in 2005 as the Training and Communications Manager where she oversees and conducts educational and communication outreach. In that position, Susan presents approximately 200 speeches annually, develops information strategies regarding agency programs, and represents the Ethics Commission to Ohio citizens, the media, and the Ohio legislature.