



TEXAS COUNCIL ON FAMILY VIOLENCE



# Collaborative Leadership

*Transforming  
Communities Together*

2025



**DIRECTING  
THE WORK**

ANNUAL EXECUTIVE DIRECTORS' CONFERENCE FOR  
FAMILY VIOLENCE & SEXUAL ASSAULT PROGRAMS



# DIRECTING THE WORK

ANNUAL EXECUTIVE DIRECTORS' CONFERENCE FOR  
FAMILY VIOLENCE & SEXUAL ASSAULT PROGRAMS

**February 18-19, 2025**

**Cambria Hotel | Downtown Austin, Texas**

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**Dear Texas leaders,**

Welcome to Austin for the annual Texas Council on Family Violence/Texas Association Against Sexual Assault, Directing the Work Conference! We are honored to gather with you—leaders whose steadfast dedication and courage have been the bedrock of our efforts to serve Texas survivors. This year’s theme, “*Collaborative Leadership: Transforming Communities Together*,” reflects the enduring strength you bring to navigating complex challenges and fostering unity. Our time will be focused on valuable opportunities to learn from each other, to be in community together; a great segue to Capitol Day.

In this transformative era, marked by natural disasters, heartbreaking violence, and a fractured political landscape, our collective leadership ensures survivors across Texas find refuge, hope and healing. You, front line advocates, and coalitions all work earnestly so no survivor is left without safety and support.

New leaders are invited to take advantage of the new executive directors’ roundtable and tenured leaders are invited to a new networking session. The conference offers three workshop categories: (1) Organizational Capacity Building; (2) Community Involvement/Impact; and (3) Policy. We are privileged to welcome a lineup of remarkable speakers: Tish Times opens the conference with a dynamic discussion on mastering the science of authentic selling and using it to create positive impact. Marcus Reese shares his powerful journey as an advocate for fellow childhood sexual-assault survivors and as a dedicated champion for empowering young people in his community. Olivia Julianna, a fierce Latina youth activist, shares her journey promoting justice while mobilizing millions across the country; she closes the conference while simultaneously empowering us for Capitol Day and ushering in national Teen Dating Violence Awareness Month. It sets the perfect stage for the legislative briefing and Capitol Day rally.

Your steadfast leadership continues to be a beacon of hope and resilience for countless survivors and communities. Thank you for your tireless efforts, unyielding resolve, and commitment to creating a Texas where all can thrive in safety and dignity.

In unity and with deep gratitude,



**Gloria Aguilera Terry, CEO**  
*Texas Council on Family Violence*



**Rose Luna, CEO**  
*Texas Association Against Sexual Assault*

# Day One – Tuesday, February 18

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## REGISTRATION OPEN ALL DAY

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**10:00 AM – 12:00 PM**  
**Whiskey River Room**

### **New Executive Directors Roundtable – Brunch Provided**

Join us for Brunch and an interactive roundtable designed specifically for executive directors with 3 years or less tenure in the current leadership position. Participants must pre-register.

### **What I Wish I Would Have Known as a New Executive**

#### **Meg Poag**

*CEO, Mission Squared*

Entering the role of a non-profit executive presents many unique challenges, shared by nearly all of us as we start the role. Some of these common challenges include: a lack of direction and support, demands for increased resilience, shaping the culture to alleviate people's problems, and discerning how much time to spend inside versus outside of the organization. Meg starts the interactive session with the hard truths of the executive role. She then calls out these inherent challenges and tensions with clarity, to provide deeper insight into best-practices, and allows you to create personal goals to align with best practices and strengthen yourself for the unique, executive-level challenges ahead.

#### **Learning Objectives:**

- Come to terms with the reality of what you have signed up for as the chief executive, and how to navigate it with grace.
- Better understand and develop strategies to gain confidence, self-alignment, and the right kind of support from your board of directors.
- Learn evidence-based strategies to improve resilience and discernment.
- Understand the executive's role in shaping the culture, and proven strategies to define a powerful culture that alleviates friction and conflict.
- Understand the unique value of the executive role inside and outside of the organization to strike a healthy balance of time leadership in the two domains.

**10:00 AM – 12:00 PM**  
**Waterloo AB**

### **Optional Activity: Informal Collective Leadership Networking**

If you plan to arrive early, grab a coffee and connect! This informal networking session offers a relaxed space to meet fellow leaders, exchange ideas, spark new partnerships and build relationships. Dive into conversations about how collaborative leadership can drive real community transformation—no agenda, just great connections!

#### **Melanie Ramirez**

*Director of Prevention, Texas Association Against Sexual Assault*

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## Day One – Tuesday, February 18 *continued...*

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### REGISTRATION OPEN ALL DAY

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**1:00 – 2:00 PM**  
**Waterloo AB**

#### **Welcome**

##### **Rose Luna**

*CEO, Texas Association Against Sexual Assault*

##### **Gloria Aguilera Terry**

*CEO, Texas Council on Family Violence*

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**2:00 – 2:45 PM**  
**Waterloo AB**

#### **Opening Keynote**

### **Selling Hope and Possibility Through Leadership**

#### **Tish Times**

*Founder & CEO, Tish Times Sales Agency*

Tish redefines sales as more than financial—you are selling ideas, empowerment, and actionable change. Drawing from her expertise as a sales agency owner, Tish shares practical techniques to instill confidence in leaders, teams, and the survivors you serve. Tish will empower leaders to “sell” the mission with conviction, create a ripple effect of belief and empowerment, and help you lead your organizations successfully through challenges.

#### **Learning Objectives:**

- Redefine sales as the art of inspiring belief and action, not just financial transactions.
  - Learn how to “sell” confidence to your teams and supporters by leading with passion and vision.
  - Empower survivors by fostering financial independence and selling them on the belief in their strength.
  - Receive strategies to stay motivated and aligned with your mission while navigating the stresses of leadership.
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**2:45 – 3:00 PM**

#### **Wellness Break**

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## Day One – Tuesday, February 18 *continued...*

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3:00 – 4:00 PM  
Waterloo A

### Choose Your Own Workshop

**A**

#### Organizational Capacity Building

### The Executive Role in Forming Powerful Coalitions: How to tell a dream team from a toxic relationship!

**Meg Poag**

*CEO, Mission Squared*

Many non-profit executives are called to collaborate with other community-based and governmental providers to achieve bigger results in the community. However, many collaborations and coalitions do not ever achieve much tangible, increased community impact, and they ALL require a massive investment of our already over-stretched time and resources. How do you know when to say ‘yes’ to a collaboration? And conversely, how do you avoid a wasteful, toxic relationship resulting in little but wasted time and tarnished reputations? Meg explores the opportunities and pitfalls of collaborative ventures, including evidence-based principles and strategies to help you discern which opportunities are worthy of your precious time and from which opportunities you should run screaming!

#### Learning Objectives:

- Understand the characteristics of an ideal, powerful, community collaboration.
- Learn the most common pitfalls of coalitions and how to identify and avoid them.
- Apply evidence-based guiding principles for effective community collaborations to real examples of current and potential coalitions.

3:00 – 4:00 PM  
Waterloo B

**B**

#### Community Involvement / Impact

### “What Happens in This House Stays in This House”

**Foxye Jackson, BSN, RN**

*Founder, I Speak Foxye*

Foxye delves into the history and effect of Black Jezebel and religion on sexual assault reporting rates, response of the body and brain to trauma, healthy coping tools, and ways to affect change in this culture. Sexual assault affects all communities as a whole and makes it necessary for everyone’s involvement in changing the rape culture.

#### Learning Objectives:

- Understand the individual importance in improving the outcomes of the anti-sexual assault movement in the African American community.
- Become aware of healthy healing and coping methods that are effective in the African American community.
- Understand how the history of the Black Jezebel, religion, and Black culture has created a reluctance of African American women to report sexual assault.

## Day One – Tuesday, February 18 *continued...*

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### Choose Your Own Workshop continued...

**3:00 – 4:00 PM**  
*Whiskey River Room*



### Making the Dream Team into a Reality: Strategies to Recruit and Retain Quality Employees

**Joya Hayes, MPA, PHR**

*HR Director, Texas Council on Family Violence*

In today's competitive job market, attracting and retaining top talent requires more than just offering competitive salaries. Organizations that prioritize a healthy work culture not only stand out but also create an environment where employees thrive, leading to greater satisfaction and loyalty.

Joya equips HR professionals, managers, and team leaders with proven strategies to both recruit and retain employees while fostering a positive workplace culture, through real-life examples and actionable insights.

#### **Learning Objectives:**

- Understand the core elements of a healthy work culture and how they impact recruitment and retention.
- Explore innovative strategies for attracting diverse talent and building a strong employer brand.
- Learn how to create a culture of recognition, feedback, and continuous learning that keeps employees motivated.
- Discover ways to ensure work-life balance, employee well-being, and support for mental health.
- Gain practical tips for creating an inclusive environment that fosters collaboration, growth, and retention.
- Learn how to create an inclusive, respectful, and motivating environment that resonates with top candidates and keeps current employees engaged.

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**4:00 – 4:15 PM**

**Wellness Break**

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## Day One – Tuesday, February 18 *continued...*

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**4:15 – 5:00 PM**  
**Waterloo AB**

### **General Session and Closing**

#### **Collaborative Advocacy to Create Lasting Change**

##### **Samantha Pisik**

*Policy Manager, Texas Association Against Sexual Assault*

##### **Molly Voyles**

*Director of Public Policy, Texas Council on Family Violence*

Our legislative advocacy is strongest when we are united. The leaders of rape crisis and family violence centers are critical in our efforts. Whether you are an experienced advocate or new to legislative activities, Molly and Samantha help you prepare for our work in the 89th Legislative session. Learn about TAASA and TCFV's priorities and ways YOU can be involved! Together, let us demystify legislative advocacy and learn how you can strategically engage with legislators and support the TCFV and TAASA lobbying efforts.

#### **Learning Objectives:**

- Understand your role as a change agent in the legislative process.
- Gain tips for meetings and reach out to legislators to convey the impact of your work and survivor's needs.
- Learn how you can be engaged with the TCFV and TAASA policy teams and upcoming efforts in the 89th Session.

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**5:00 – 6:15 PM**

### **TCFV TAASA Mardi Gras Mixer**

Join us for a festive Mardi Gras Networking Mixer! Enjoy a complimentary drink ticket, indulge in Louisiana-inspired appetizers, and partake in fun games, all while grooving to lively jazz music. Don't forget to grab your Mardi Gras mask and beads at check-in—because every mask tells a story, and every survivor deserves a crown of hope. Come early while supplies last. Registration is not necessary.

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## Day Two – Wednesday, February 19

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**8:00 – 9:00 AM**  
*Waterloo AB*

**BREAKFAST PROVIDED**

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**9:00 – 9:45 AM**  
*Waterloo AB*

**General Session**

**The Benefits of Collaborative Leadership: Stronger Together**

**Marcus Reese**

*Co-Founder, Break the Silence Project*

Marcus explores the profound impact of collaborative leadership in the movement to end domestic and sexual violence. When leaders come together—across organizations, sectors, and communities—the results are transformative. Through powerful storytelling and real-life examples, Marcus highlights how strategic partnerships enhance survivor-centered services, strengthen advocacy efforts, and create lasting change. This keynote will inspire and reignite your passion for building meaningful alliances that amplify your impact and drive collective progress.

**Learning Objectives:**

- Uncover how your own journey has shaped the qualities you need to be an effective leader.
  - Study how the collaborative efforts of one community can produce lasting change.
  - Study how community advocacy can be transformed into community leadership.
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**9:45 – 10:00 AM**

**Wellness Break**

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**10:00 – 11:00 AM**  
*Waterloo A*

**Choose Your Own Workshop**

**A**

**Organizational Capacity Building**

**Employment Law Update**

**Ted Smith**

*Lawyer*

Ted provides an update on the latest employment law developments all leaders should know and shares best practices on the most common issues facing directors, managers, and supervisors in today's workplace.

**Learning Objectives:**

- Understand the latest employment law developments.
- Understand the best practices on the most common issues.

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## Day Two – Wednesday, February 19 *continued...*

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### Choose Your Own Workshop continued...

10:00 – 11:00 AM  
*Waterloo B*

**B** Community Involvement / Impact

#### Building Resilience and Inspiring Confidence as Leaders

##### Tish Times

*Founder & CEO, Tish Times Sales Agency*

Tish explores how leaders at domestic violence and sexual assault organizations can channel resilience and cultivate confidence within themselves and their teams. Drawing from her personal story as a survivor and business owner, Tish provides actionable strategies to inspire your teams, empower your clients, and strengthen your leadership capacity. Tish leaves you equipped with tools to foster resilience and lead with unwavering confidence, even in the most challenging circumstances.

##### Learning Objectives:

- Understand the parallels between overcoming domestic violence and sexual assault and leading teams in high-pressure environments.
- Learn strategies to empower both yourself and your team to rise above adversity.
- Build resilience and confidence through actionable tools, inspiring leadership practices, and mindset shifts.
- Strengthen connections within your organization to create a supportive culture for all members.

10:00 – 11:00 AM  
*Whiskey River Room*

**C** Policy

#### Strategic Partnership: The Intersection of Business and Human Rights

##### Shafina Khaki, Esq.

*Director of Legal and Policy, Texas Association Against Sexual Assault*

##### Rose Luna

*CEO, Texas Association Against Sexual Assault*

Strategic collaboration between the private and public sector is essential for advancing and safeguarding human rights. In the past decade, international frameworks—such as the UN Guiding Principles on Business and Human Rights and the UN 2030 Sustainable Development Goals—have provided guidance and mechanisms to ensure accountability by companies to enhance corporate social responsibility, address systemic human rights challenges, and foster accountability for protecting human dignity within operations. Organizations, like TAASA, can empower businesses to serve as effective envoys for human rights goals.

##### Learning Objectives:

- Begin a conversation with leaders.
  - Strategically consider how to partner and work with businesses to promote and protect human rights goals in various capacities.
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## Day Two – Wednesday, February 19 *continued...*

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**11:00 – 11:30 AM**                      **Wellness Break**

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**11:30 AM – 12:30 PM**

**Waterloo AB  
and Foyer**

**Say Hello to our Sponsors and Exhibitors**

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**12:30 – 1:15 PM**

**Waterloo AB**

**Luncheon and Keynote Speaker**

**Empowering Change:  
Mobilizing Civic Engagement to Address Social Inequities**

**Olivia Julianna**

*Texas Democratic Strategist*

Olivia delves into the transformative role of civic engagement in addressing social inequities. Representing a generation shaped by global challenges such as climate change, social justice movements, economic instability, and the digital revolution, Olivia offers a unique perspective on the urgency of action and the power of collective advocacy. Through compelling stories, data-driven insights, and actionable takeaways, Olivia underscores the importance of intergenerational collaboration, mindful communication, and understanding the lived realities of Gen Z to foster meaningful societal change.

**Learning Objectives:**

- Gain practical strategies to engage and mobilize Gen Z—often referred to as the “changemaker generation”—to tackle systemic inequities.
  - Learn inspiring call to action for individuals, organizations, and leaders to connect with and empower this globally conscious generation to lead the charge for a more equitable and sustainable future.
  - Gain insight into the importance of intergenerational collaboration, mindful communication, and understanding the lived realities of Gen Z to foster meaningful societal change.
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**1:15 – 2:15 PM**

**Waterloo AB**

**Closing – Overview of Capitol Day**

**Rose Luna**

*CEO, Texas Association Against Sexual Assault*

**Gloria Aguilera Terry**

*CEO, Texas Council on Family Violence*

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**Gloria Aguilera Terry** joined the Texas Council on Family Violence (TCFV) in January 2008. In her role as CEO, Gloria guides and directs the statewide activities of TCFV, such as the Texas Legislative Session, establishing and fostering statewide tactical partnerships, working with staff to provide outstanding services to programs and strategically positioning TCFV to create the influence necessary to continue serving the needs of victims and their families. Prior to TCFV she served as Executive Director of the Center against Family Violence, the largest domestic violence program along the US / Mexico border. Before joining the CAFV, she was Senior Vice President of Finance and Administration for the Greater El Paso Chamber of Commerce. She directly managed the daily operations of three corporations and two limited Liability Companies with a varied spectrum of missions from workforce preparedness to affordable housing for the largest chamber of commerce in the region. She currently offers her time to the VAWA Planning Committee with the Office of the Governor, Faculty to the national LEAP project with Valor US, member of the Sexual Assault Prevention Workgroup with the Office of the Governor, the National Immigrant Women’s Advocacy Project, Texas Society of Association Executives and National Resource Center on Domestic Violence.



**Joya Hayes, MPA, PHR** is currently the Director of Human Resources (HR) at the Texas Council on Family Violence. She joined the organization in 2023, and she is excited to work in a space that allows her to merge her HR experience with her passion to serve her community. Joya retired as the Director of Human Resources and the Director of Civil Service for the City of Austin, Texas in 2023. She has over twenty-four years of experience in human resources, training, and organizational development, community-based programming, policy & procedure development, and executive-level planning.

Joya is a servant leader. Her personal, community and professional endeavors are a true testament to her commitment to serve and improve the quality of life for all citizens and communities. Under her leadership, the city of Austin received awards for innovative public sector programs in health and wellness, best-managed healthcare benefit plans, employment, and re-entry initiatives to support employment opportunities for formerly incarcerated citizens. Austin is also the only city in Texas to score 100+ on the Municipal Equality Index. This index examines how inclusive municipal laws, policies, and services are of LGBTQ+ people. Cities are rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement, and leadership on LGBTQ+ equality. In 2017, Austin ranked number nine in the Forbes Best Employers list. Austin was the only city listed in the top ten.

Joya is a member of the National Forum for Black Public Administrators, the Society for Human Resource Management (SHRM), and the International Public Management Association for Human Resource Professionals (IPMA-HR). She is a *cum laude* graduate of Huston-Tillotson University where she received her bachelor’s degree in

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Mass Communications, and a graduate of Texas State University where she received her master's degree in Public Administration. While attending Huston-Tillotson University, Joya served two terms as Student Body President. During her tenure, she was instrumental in organizing community protests and marches to address the time's injustices, including *Hopwood vs. the University of Texas* and statewide affirmative action initiatives. Joya's community advocacy work to support communities of color has been acknowledged by national publications, the Texas House of Representatives, and the Texas Senate.

Joya served eight years as a board member of Child, Incorporated (Austin's Head Start Program). She is a twenty-year board member of the Austin Area Heritage Council (responsible for Austin's MLK March and Festival celebrations). She is also a former licensed foster parent in Virginia and Texas. She has received over 35 community awards for her dutiful service. In 2021, she received the Austin NAACP Lifetime Achievement Award. As a motivational speaker, Joya has delivered speeches to over two million people in six states and two countries. She is a dynamic and energetic speaker known for her humor and powerful energy. She is also an extraordinary emcee and speechwriter and has written speeches for elected officials in three states. Her greatest reward has been her son, Robert Elijah Hayes, whom she fostered for two years, and adopted in June 2016.



**Foxye Jackson, BSN, RN** has spent 30 years advocating for SA survivors and several years as a SANE and forensic nurse. She has authored and co-authored books and created workshops and webinars to improve the healing process for survivors. Her international TV segment, PEACE with Foxye, focuses on healing from SA and IPV.



**Olivia Julianna** is an abortion rights activist from Houston, Texas. She is most well-known for initiating the takedown of a whistleblower website that targeted those in the state of Texas who aided in abortion access, working with Democratic campaigns across the country, and for raising \$2.2 million for abortion funds after she was publicly attacked by Republican Congressman Matt Gatez. Her audience across social platforms is over 1 million, where she makes political commentary content and analysis videos. She was named as one of Bloomberg's 50 most influential people of the year in 2022, received the Planned Parenthood Southeast Legends in the Making Award—which was previously awarded to Congressman John Lewis—and the Ms. Foundation's Marie C. Wilson Emerging Leader Award. She has also actively partnered with organizations like Planned Parenthood and Act Blue to create digital content around activism and education.



**Shafina Khaki, Esq.** is the Director of Legal and Policy for Texas Association Against Sexual Assault (TAASA), is a licensed attorney holding both a Juris Doctor (JD) and Master of Laws in Sustainable International Development (LLM) from the University of Washington. Over the past ten years, Shafina has worked with international, state, and local agencies, as well as multinational companies identifying best practices to mitigate business risks, delivering strategic analyses and leading actionable recommendations in the field of human rights, environmental social governance (ESG), and sustainability.



**Rose Luna** is the Chief Executive Officer at the Texas Association Against Sexual Assault (TAASA). She has been with TAASA for over 19 years and has served the agency in a variety of roles before becoming CEO in September of 2017. Rose has led TAASA to become an influential authority on sexual assault through public policy, coalition building, and putting survivors first. Rose is a seasoned advocate and revered speaker, trainer, and writer as her work has been shared statewide and nationally. She serves on the steering committee of the inaugural sexual assault survivor task force at the Texas Governor's Office, she is President of the Board of the Texas Victim's Service Association, as well as member of the Texas Evidence Collection Protocol advisory board. Rose's direct service experience in addition to her business operations and marketing background make for a beautiful intersection of effective leadership and change.



**Samantha Pisik** is the Policy Manager at the Texas Association Against Sexual Assault (TAASA). A native Texan with a degree in Political Science from Texas A&M University. She has worked in public policy as a legislative professional for over 8 years. Prior to her time at TAASA she directed legislation for the Chairman of House Appropriations, handled budget and policy for the Office of the Governor, and managed federal funds at the Legislative Budget Board. In her free time, she is a Barre instructor and enjoys spending time with her husband, daughter, two dogs and cat.





**Meg Poag** is the CEO and Founder of Mission Squared. She is a visionary, proven leader driving fast-paced scale in multiple companies. Meg is passionate about empowering other leaders to drive change, get better results, and address the most insidious dysfunctions facing teams. A seasoned behavioral psychology student and the school of hard knocks, Meg grew an organization from 2 to 90 employees, receiving national acclaim and honing her expertise in addressing cultural issues and ‘people problems.’ Meg then transitioned into her new career trajectory after receiving a certification in a research-based, proven organizational development consulting platform among other certifications, and launched Mission Squared. Meg has served as an adjunct faculty member at the University of Texas at Austin, teaching a course on leadership for master’s students, has served on numerous boards including the local Workforce Development board, mentored hundreds of emerging leaders, coached hundreds of executives, and recently completed her first published book, *The Adversity Hack*, now an Amazon Best-Seller in the category of Business Leadership!



**Melanie Ramirez’s** unwavering dedication to ending sexual violence spans over two decades, beginning with her transformative experience as a youth participant in TAASA’s Student Taking Action for Respect (S.T.A.R.) program in 2000. Her passion for advocacy led her to spend 13 years at a local rape crisis center, where she supported survivors and fostered community education. During this time, she earned a Master’s degree in Social Work from Our Lady of the Lake University, further solidifying her expertise. Today, Melanie serves as the Director of Prevention at TAASA, continuing her commitment to creating safer, more equitable communities.



**Marcus Reese** is a life-long resident of Taylor, Texas, and has been a certified tennis teaching professional since 2016. After picking up a racquet for the first time in 2010, his love for the sport quickly became an obsession. Dedicated to the tennis community, Marcus serves as President of the Taylor Area Tennis Association (TATA) and helps fulfill the organization’s mission of promoting tennis and making it inclusive to everyone. Marcus is the winner of the 2018 USTA Texas Community Service Award and was recently named—by a landslide vote—the 2022 Best Tennis League Captain, having taken numerous adult USTA tennis leagues to successfully compete in local, sectional, and national championships. In 2021 Marcus led his local 9.0 mixed team to a National Championship in Orlando, Florida. The team finished second in the Nation. As a survivor of childhood sexual abuse for more than a decade, Marcus is sharing his story to prevent a similar fate to other vulnerable populations and be a light for other survivors and their families in their journey toward healing. When he isn’t speaking and spreading awareness he also serves as a member of Services for Male Survivors Working Group on the Sexual Assault Survivors’ Task Force of Texas. In 2022, he cofounded the Break the Silence project, an organization created to raise awareness of the sexual abuse of children and provide information on where to get help and support in and around Taylor, Texas. Marcus is the recipient of the TAASA 2023 Champion for Social Change Award and is also the recipient of the 2024 Champion for Children Community Honoree Award.



**Ted Smith** is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. He has been listed as one of The Best Lawyers in America in the specialty of Labor and Employment Law since 2010 and is a multiple honoree by that publication as the Austin “Lawyer of the Year” in Employment Law - Management. In addition, Ted has been named a “Texas Super Lawyer” in the field of Labor Law by Texas Monthly magazine since 2003 and has been selected for the list of “Top Attorneys in Texas.” He represents employers in all aspects of the employer-employee relationship, from litigation and appeal to training and advice. Ted has significant experience litigating and counseling clients regarding federal and state employment statutes (including Title VII, the TCHRA, the ADEA, the ADA, the WARN Act, and the NLRB), as well as wrongful discharge claims, non-competition and theft of trade secret matters, individual employee rights issues, retaliation under workers’ compensation laws, and matters related to union and individual employee arbitrations. His experience also includes addressing international employment issues.



**Tish Times** is the visionary behind the Tish Times Sales Agency, is a renowned expert in driving remarkable sales conversions and empowering sales teams to thrive. With almost 15 years of experience, Tish has revolutionized businesses enabling them to establish dynamic revenue-generating connections. With an innate ability to streamline sales cycles and facilitate seamless closures, Tish and her exceptional team deliver an unparalleled “done-with-you” sales solution that catapults company revenue to unprecedented heights. Tish’s exceptional skill set extends to lead generation, ensuring a robust pipeline and an impressive conversion rate of prospects into loyal clients. Her invaluable insights have been documented in her highly acclaimed works, such as “Networking is Not a One-Night Stand”, “The Unstoppable Confidence Networking Playbook”, and the game-changing “Networking and Sales Planner”. As the founder of Profit Makers University, Tish runs a prestigious business school that imparts a methodical, genuine, and results-driven approach to networking and sales, ultimately translating to lucrative bottom-line outcomes.

Learn more at [www.TishTimes.com](http://www.TishTimes.com).



**Molly Voyles** is the Director of Public Policy for the Texas Council on Family Violence (TCFV) and has worked in the movement to end violence for 30 years. In her position at TCFV, she focuses on public policy efforts that center the needs of survivors and advance systems change.



## Continuing Education Units (CEUs)

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We will offer 9.00 hours SW, LMFT, or LPC CEUs for this conference.

Please note that CEU certificates are individual to you.

If you have multiple individuals from your agency participating, please have each person register.

**Total hours of CEUS offered: 9.00**

## TCFV & TAASA Upcoming Events

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**February 20, 2025** **TCFV** **TAASA**

TCFV & TAASA Capitol Day  
South Steps of the State Capitol • Austin, Texas

**March 19 & 20, 2025** **TCFV**

8th Annual TCFV Finance Conference  
Leading By Numbers  
Austin Marriott North • Round Rock, Texas

**March 27, 2025** **TCFV** **VIRTUAL**

TCFV One in the Movement Live Virtual Training  
Topic: Safety Planning • 11:00am – 1:00pm CT

**April 30, 2025** **TCFV** **VIRTUAL**

TCFV One in the Movement Live Virtual Training  
Topic: Peer Support • 11:00am – 1:00pm CT

**May 28–30, 2025** **TCFV**

TCFV 20th Battering Intervention and Prevention Program Conference  
Tools for Transformation  
Omni Hotel • Corpus Christi, Texas

**June 30–July 2, 2025** **TAASA**

2025 TAASA Conference  
Seeds of Change  
Embassy Suites / Denton Convention Center • Denton, Texas

To see TCFV's upcoming trainings or to request a training, visit [tcfv.org/events/](https://tcfv.org/events/)

To see TAASA's upcoming trainings or to request a training, visit [taasa.org/about/statewide-training/](https://taasa.org/about/statewide-training/)

## 2025 TCFV Board of Directors

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### OFFICERS

#### **Twila D. Carter**

##### **Board Chair**

Houston City Council Member  
Kingwood, Texas

#### **Darlene Lanham**

##### **Vice Chair**

##### **Region 9**

Executive Director  
Asian Family Support  
Services of Austin  
Austin, Texas

#### **Whitney Burran**

##### **Secretary**

##### **Region 6**

Executive Director  
Janelle Grum Family Crisis  
Center of East Texas  
Lufkin, Texas

#### **Toni Johnson-Simpson**

##### **Treasurer**

##### **Region 4**

Executive Director  
Denton County Friends  
of the Family  
Denton, Texas

#### **Marta Prada Pelaez**

##### **Ex Officio**

President/CEO  
Family Violence Prevention  
Services, Inc.  
San Antonio, Texas

### REGIONAL DIRECTORS

#### **Chris Fobbs**

##### **Region 1**

Executive Director  
Freedom Center  
Dumas, Texas

#### **Sandra Garcia**

##### **Region 2**

Executive Director  
Center Against Sexual  
& Family Violence  
El Paso, Texas

#### **Alana Jeter**

##### **Region 3**

Executive Director  
Noah Project, Inc.  
Abilene, Texas

#### **Melissa Rodriguez**

##### **Region 5**

Chief Executive Officer  
Hays-Caldwell Women's Center  
San Marcos, Texas

#### **Deborah Tomov**

##### **Region 7**

Executive Director  
Family Services  
of Southeast Texas  
Beaumont, Texas

#### **Rhonda Williamson**

##### **Region 8**

Executive Director  
Safer Path Family  
Violence Shelter  
Pleasanton, Texas

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# TCFV Organizational Members

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## CATEGORY I MEMBERS: FAMILY VIOLENCE PROGRAMS

Aid to Victims of Domestic Abuse (AVDA) .....	Houston	Highland Lakes Family Crisis Center.....	Marble Falls
Bay Area Turning Point (BATP) .....	Webster	Hill Country Crisis Council, Inc. ....	Kerrville
Casa de Misericordia.....	Laredo	Hope Alliance .....	Round Rock
Center Against Sexual and Family Violence (CASFV).....	El Paso	Hope, Inc. ....	Mineral Wells
Crisis Center of Anderson and Cherokee Counties.....	Jacksonville	Hope's Door New Beginning Center.....	Plano
Crisis Center of Comal County.....	New Braunfels	Houston Area Women's Center (HAWC).....	Houston
Crisis Center of the Plains.....	Plainview	Hutchinson County Crisis Center, Inc.....	Borger
Crisis Center of West Texas .....	Odessa	Johnson County Family Crisis Center.....	Cleburne
Daya .....	Houston	Mission Granbury, Inc.....	Granbury
Denton County Friends of the Family, Inc.....	Denton	Noah Project, Inc.....	Abilene
Domestic Violence Prevention, Inc.....	Texarkana	Resource & Crisis Center of Galveston County, Inc.....	Galveston
East Texas Crisis Center .....	Tyler	SAAFE House .....	Huntsville
Eastland County Crisis Center, Inc.....	Eastland	Safe Place of the Permian Basin.....	Midland
Families In Crisis, Inc.....	Killeen	Safe Place, Inc./ Freedom Center .....	Dumas
Family Abuse Center, Inc.....	Waco	SafeHaven of Tarrant County .....	Arlington
Family Crisis Center .....	Bastrop	Shelter Agencies for Families in East Texas (SAFE-T).....	Mt. Pleasant
Family Crisis Center of East Texas.....	Lufkin	Southwest Family Life Centers, Inc. ....	Hondo
Family Crisis Center, Inc. ....	Harlingen	Texoma Alliance to Stop Abuse.....	Vernon
Family Services of Southeast Texas .....	Beaumont	The Ark Domestic Violence and Sexual Assault Shelter .....	Brownwood
Family Shelter (of San Angelo) .....	San Angelo	The Bridge Over Troubled Waters .....	Pasadena
Family Support Services .....	Amarillo	The Crisis Center - Bay City.....	Bay City
Family Ties, Family Resource Services.....	Waller	The Family Place.....	Dallas
Family Violence Prevention Services, Inc.....	San Antonio	The Purple Door .....	Corpus Christi
FamilyTime Crisis and Counseling Center .....	Humble	The SAFE Alliance .....	Austin
Fannin County Family Crisis Center .....	Bonham	Thriving Hearts Crisis Center (formerly GVFVS).....	Seguin
First Step, Inc. ....	Wichita Falls	Twin City Mission, Inc. (Phoebe's Home).....	Bryan
Focusing Families .....	Hempstead	Wintergarden Women's Shelter, Inc. ....	Carrizo Springs
Fort Bend Women's Center.....	Richmond	Wise Hope Shelter & Crisis Center.....	Decatur
Freedom House .....	Weatherford	Women in Need, Inc. ....	Greenville
Friendship of Women, Inc.....	Brownsville	Women Together Foundation, Inc. /Mujeres Unidas .....	McAllen
Gateway Family Services, Inc.....	Snyder	Women's Center of Brazoria County .....	Angleton
Genesis Women's Shelter & Support .....	Dallas	Women's Center of East Texas.....	Longview
Grayson County Crisis Center .....	Sherman	Women's Protective Services of Lubbock, Inc.....	Lubbock
Hays-Caldwell Women's Center (HCWC).....	San Marcos		

## TCFV Organizational Members *continued...*

### CATEGORY II MEMBERS: SUPPORTING FAMILY VIOLENCE PROGRAMS

Abigail's Arms - Cooke County  
 Family Crisis Center, Inc. ....Gainesville  
 Asian Family Support Services of Austin..... Austin  
 Awaaz.....San Antonio  
 Cross Timbers Family Services ..... Stephenville  
 Deaf Smith County Crisis Center ..... Hereford  
 Dove Project, Inc.....San Saba  
 Emily's Place .....Plano  
 Families to Freedom.....Addison  
 Family Crisis Center of the Big Bend, Inc..... Alpine  
 Harris County Domestic Violence  
 Coordinating Council (HCDVCC)..... Houston  
 Kendall County Women's Shelter.....Boerne  
 Mid-Coast Family Services, Inc..... Victoria  
 Mosaic Family Services.....Dallas  
 Northwest Assistance Ministries'  
 Family Violence Center..... Houston  
 One Safe Place.....Fort Worth  
 Safer Path Family Violence Shelter .....Pleasanton  
 Sarah's House..... Pasadena  
 Texas Muslim Women's Foundation, Inc. ....Plano  
 The Grace Center of Fredericksburg .... Fredericksburg  
 The Haven Family Shelter of  
 McCulloch County, Inc. .... Brady  
 The Montrose Center ..... Houston  
 The Salvation Army  
 Domestic Violence Program .....Dallas

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 Behavioral Adjustment  
 Counseling Center (BACC)..... Houston  
 Brazos Valley Mental Health and Wellness..... Bryan  
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 Chance 2 Change .....Dallas  
 College Station Police Department ..... College Station  
 Comal County  
 Criminal District Attorney ..... New Braunfels  
 CW Outreach Agency LLC..... Dublin  
 Dutch-Will Assessment Group, LLC .....Missouri City  
 Emergence Health Network.....El Paso  
 Empowered Survivor, Inc..... Houston  
 Family Care Connection .....Dallas  
 First Choice Social Services .....Dallas  
 Hardin County CSCD..... Kountze  
 Hidden Gem Family Center..... Gatesville  
 Higher Hopes Counseling.....Royse City  
 Legal Aid of NorthWest Texas.....Fort Worth  
 LifeWorks ..... Austin  
 Methodist Justice Ministry.....Fort Worth  
 Parkland Health Victim Intervention  
 Program/Rape Crisis Center .....Dallas  
 Path of Righteousness Ministries..... Ennis  
 RAFT .....The Woodlands  
 Righteous Roots ..... Gatesville  
 STAR Council on Substance Abuse..... Stephenville  
 Tahirih Justice Center ..... Houston  
 Texas Advocacy Project, Inc. .... Austin  
 Texas Homeless Network ..... Austin  
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 Education, LLC..... Georgetown  
 The Harbor Children's Alliance  
 & Victim Center ..... Lavaca  
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 Family Resources..... Waxahachie  
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 & Education Services ..... Austin  
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*Thank you for being a TCFV member! We appreciate you and your continued efforts in the movement to end domestic violence.*

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Daya ..... Houston  
 The Purple Door ..... Corpus Christi  
 Women’s Shelter of East Texas / Family Crisis Center  
 of East Texas / Janelle Grum Family Crisis Center  
 of East Texas ..... Lufkin  
 East Texas Crisis Center ..... Tyler  
 Family Crisis Center of the Big Bend, Inc. .... Alpine  
 Grayson County Crisis Center ..... Sherman  
 Hill Country Crisis Council ..... Kerrville  
 Asian Family Support Services of Austin ..... Austin  
 Highland Lakes Family Crisis Center ..... Marble Falls  
 Mid-Coast Family Services ..... Victoria  
 The ARK Domestic Violence  
 and Sexual Assault Shelter ..... Brownwood  
 Friendship of Women, Inc. .... Brownsville  
 Family Ties, Family Resource Services ..... Waller  
 Cross Timbers Family Services, Inc. .... Stephenville  
 The Turning Point Rape Crisis Center  
 of Collin County ..... Plano  
 The Harbor Children’s Alliance  
 and Victim Center ..... Port Lavaca  
 Women’s Center of Brazoria County ..... Angleton  
 Focusing Families ..... Hempstead  
 Wise Hope Shelter & Crisis Center ..... Decatur  
 Williamson County Crisis Center  
 dba Hope Alliance ..... Round Rock  
 The Women’s Center of Tarrant County ..... Fort Worth  
 Dallas Area Rape Crisis Center ..... Dallas  
 Family Support Services of Amarillo ..... Amarillo  
 Advocacy Center for Crime Victims  
 and Children ..... Waco  
 The Montrose Center ..... Houston  
 Fort Bend County Women’s Center ..... Richmond  
 Panhandle Crisis Center, Inc. .... Perryton  
 Victim Services of Big Spring ..... Big Spring  
 Lubbock Rape Crisis Center  
 dba Voice of Hope ..... Lubbock  
 Sexual Assault Resource Center ..... Bryan  
 SAFE-T Crisis Center ..... Mt. Pleasant  
 The SAFE Alliance ..... Austin

Bay Area Turning Point, Inc. .... Houston  
 Montgomery County Women’s Center ..... Conroe  
 Crisis Center of West Texas ..... Odessa  
 Matagorda County Women’s Crisis Center  
 dba The Crisis Center ..... Bay City  
 Women’s Center of East Texas ..... Longview  
 Crisis Center of Northeast Texas / Hunt County  
 Children’s Advocacy Center ..... Greenville  
 Women Together / Mujeres Unidas  
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 FamilyTime Crisis and Counseling Center ..... Humble  
 Rape & Suicide Crisis  
 of Southeast Texas, Inc. .... Beaumont  
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 in Need (SCAN) ..... Laredo  
 Freedom House ..... Weatherford  
 Abigail’s Arms Cooke County  
 Family Crisis Center ..... Gainesville  
 Fannin County Family Crisis Center ..... Bonham  
 Gateway Family Services, Inc. .... Snyder  
 Center Against Sexual and  
 Family Violence ..... El Paso  
 Midland Rape Crisis and  
 Children’s Advocacy Center ..... Midland  
 Open Arms Advocacy Center ..... San Angelo  
 Safer Path Family Violence Shelter, Inc. .... Pleasanton  
 Katy Christian Ministries ..... Katy  
 Noah Project Inc. .... Abilene  
 Hardin County Crime Victims  
 Assistance Center ..... Kountze  
 Resource & Crisis Center of  
 Galveston County, Inc. .... Galveston  
 Hays-Caldwell Women’s Center ..... San Marcos  
 Houston Area Women’s Center ..... Houston  
 Crisis Center of Comal County ..... New Braunfels  
 Families In Crisis, Inc. .... Killeen  
 Family Crisis Center, Inc. (Harlingen) ..... Harlingen  
 SAAFE House ..... Huntsville  
 Family Crisis Center ..... Bastrop

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