

CHW Conference New, Improved, Different

2006 schedule includes more options, workshops and activities



Top JMU trainers Diane Yerian and Jennifer Testa prepare DISC personality assessment profiles for CHWs to complete and analyze during the opening session of the annual VCHO conference. DISC profiles identify workplace styles and are a proven tool to help co-workers better understand one another and to improve communication, teamwork, interpersonal relationships, and work productivity.

If you've been to one or more CHW conferences and think you know what to expect this year, think again.

For starters, don't plan to get to Richmond late. Changes start with the very first session and keep right on going through both days.

Instead of the usual reports and speakers, the 2006 conference, "CHWs on the Move" opens with a workshop for everyone.

So many CHWs have requested conference workshops and training on workplace relationships, teamwork, and personality, that VCHO has put the topic at the top of this year's agenda.

Two of James Madison University's best human resource trainers are coming to the conference to administer the DISC personality profile to CHWs.

DISC is a proven tool to help CHWs learn about their work behavior patterns, style, traits, or "type" and gain insight into themselves and their co-workers.

This opening workshop will last about two and a half hours. During the workshop, trainers will help CHWs take the assessment, score their own

profile, and understand the results.

Participants will also be able to take the results home after the conference to study when they have more time.

VCHO is providing CHWs with the DISC profile because DISC is the oldest, most validated, and reliable personal assessment tool available and the results are highly reliable.

This workshop for all conference participants will be the first time a large number of CHWs and supervisors from different programs across the state receive the same training at the same time.

Since DISC was developed, between 40 and 50 million people in Fortune 500 and other major corporations as well as governments, non-profit agencies, small businesses, schools, churches, etc. have used this tool to improve their understanding of themselves, of others they work with, and their workplace settings.

VCHO encourages CHWs to think of the DISC results as capacity-building information for themselves and their programs.

Inside: Your registration form and everything you'll want to know about VCHO's fifth annual CHW conference

CHW suggestions guide conference changes

Different by request

This year's VCHO conference proves it.

CHWs have clout.

Remember those workshop and conference evaluation forms you filled out last year at the 2005 CHW conference in Richmond?

Well, you're about to meet them again.

This year's VCHO conference, "CHWs on the Move," is based entirely on hundreds of evaluations and suggestions that CHWs gave VCHO in Richmond last November.

Those suggestions included input on everything from meetings and workshops to free time and menus.

The result? The 2006 conference gives you, Virginia CHWs, exactly what you told VCHO you wanted to see in the annual event.

That's why the conference has more workshops than ever and a different format.

What's more, every workshop and activity on the agenda was suggested by one or more CHWs, and usually by several.

In response to several requests, VCHO is also adding optional personal enhancement and self-care/feel good workshops to the event.

CHWs will have their choice of attending these workshops on late Wednesday afternoon or enjoying some well-deserved free time for shopping or other activities.

Thursday ends with "dinner on your own" and, back by popular demand, the CHW conference's optional humorous presentation.

A New Agenda

Check out this year's CHW conference agenda on the next page.

Those of you at last year's conference told VCHO you wanted more workshops and also the chance to spend more time in workshops.

We listened.

The opening plenary session is gone, Wednesday afternoon activities have a brand new, CHW-driven focus and VCHO is offering 30 percent more workshops on Thursday--all that the hotel is able to hold.

Each of the two Thursday workshops that CHWs take have expanded from 75 to 90 minutes.

Or CHWs who prefer to do so may select one of three in-depth workshop sessions that run from 9 until 12 on Thursday with a mixture of topics for CHWs working in and outside of maternal-child health programs.

Experience the Difference

Same CHW conference, same hotel, same week as last year--same old thing, right?

Wrong.

When is the last time you went to a conference that offered CHWs the chance to take water aerobics or a clowning lesson? A conference where you could get a back massage or learn whether your best personal colors are summer, fall, winter or spring?

Combine all this with a conference where you gain new knowledge and skills, share your expertise with others, discover your greatest areas of strength in the workplace and how to make them work for you, and you've got all the ingredients for a very different kind of experience.

Rooms, meals, registration fee increase

VCHO staff got quite a shock when we sat down to plan the VCHO conference this summer.

No matter how we crunched the numbers, we saw we would have to raise the CHW conference fee from \$50 to \$60 for each participant.

Gas prices haven't been the only costs to jump.

While VCHO's conference budget stayed practically the same as last year, prices for everything it takes to put on a conference are suddenly much higher.

For example, the exact same hotel room costs \$20 more than last year, and that new price comes with a tax increase as well.

The cost of lunch has also soared. The good news is that lunch now comes with dessert. The bad news is

that lunch now costs twice as much as it did last year and there are fewer government menu selections available. And while breakfast only increased by \$1, certain items on last year's menu had completely disappeared.

Training costs are one of the largest conference expenses. Most presenters will decrease their regular fee for CHW audiences, allowing VCHO to offer a wide variety of workshops. However, travel costs to bring presenters to the conference have jumped 20 percent.

The \$60 conference registration fee for CHWs, the supervisors and administrators is used to cover a hefty percentage of these training costs. VCHO subsidizes most of the remaining expenses for participants to attend, including meals and lodging.

Without this subsidy, the total cost for conference participants who stay one night would be about \$300.

Agenda - Wednesday, November 29

8:30 - 10:00 a.m. Registration

9:00 - 10:00 a.m. View exhibits

10:00 -12:30 p.m. DISC Personality Assessment Profiles

12:30 p.m. CHW Network Luncheon & Keynote Speaker

1:30 p.m. 2006 Conference Group Picture

1:45 - 3:00 p.m. CHW "Talking Shop" sessions*

1. Plan B: home visiting and "What do I do if..."
2. Cultivating Client Compliance
3. Discussing Diabetes
4. Court Date: what happens when a CHW is subpoenaed?
5. GLBT: gay, lesbian, bisexual & transgender clients & issues
6. The 'Ins and Outs' of Fatherhood: incarcerated & newly released dads
7. Taming the Paper Tiger: organization & documentation skills for home visits
8. Working with Hispanic Clients
9. Parenting after 65: when grandparents and great-grand parents become mommy and daddy

(*every effort will be made to honor your session selection indicated on the registration form)

1:45 - 3:00 p.m. Statewide Supervisors' Meeting

3:00 p.m. Distribution of hotel room keys at CHW
Talking Shop sessions & Supervisors' meeting

3:30 - 5:00 p.m. Self-care Activities (optional)

3:30 - 7:00 p.m. Free time including dinner on your own

7:00 p.m. (optional)Presenter of humor and endorser of self-appreciation

Agenda - Thursday, November 30

7:30 - 9:00 a.m. - Breakfast buffet

7:30 - 9:00 a.m. - VCHO Advisory Council Meeting

9:00 - 12:00 p.m. Supervisor Workshop

9:00 - 12:00 p.m. CHW 2-part workshops* (one of the next 3)

1. Curing Workplace Negativity
2. Child Development and Behavior
3. Breaking the Ice: helping clients from other cultures

9:00 - 10:30 a.m. CHW Workshop A* (one of the next 5)

4. Enhancing Self-esteem
5. Domestic Relations Law
6. Responding to Negativity and Self-harm in Clients
7. Perinatal Depression
8. ADHD in At-risk and Underserved Populations

10:30 - 10:45 Break

10:45 - 12:15 p.m. CHW Workshop B* (one of the next 5)

4. Enhancing Self-esteem
5. Domestic Relations Law
6. Responding to Negativity and Self-harm in Clients
7. Perinatal Depression
8. ADHD in At-risk and Underserved Populations

(*every effort will be made to honor the workshop selections indicated on the registration form)

12:30 p.m. Outstanding CHW Award Ceremony and Annual Appreciation Luncheon

(Door prizes will be distributed after the award presentations and luncheon. You must be present to win)

Please see page 4 for more detailed descriptions of each workshop and the presenters who had confirmed by the time this newsletter was printed.

New Conference Feature: "Talking Shop"

There's a new Wednesday afternoon feature at the 2006 annual CHW conference.

It's called "Talking Shop."

Think of "Talking Shop" as a more informal workshop where CHWs can learn more about a topic, discuss some specific experiences they've had with clients around this subject area, and ask questions and seek suggestions, input or the opinions of an the workshop facilitator or other CHWs in the session.

The sessions are based on the belief that CHWs are in the best position to know the information they want and need. Each is designed to allow CHWs to engage with the workshop facilitator(s) and network, problem-solve and share their know-how with one another.

The change in format responds to CHW requests for more workshops and educational topics than the past conference schedule has allowed.

Since CHW travel times do not allow VCHO to host a longer conference, "Talking Shop" replaces the regional network meetings this year so CHWs can decide which of the two options they prefer.

All of the "Talking Shop" topics being offered this year were suggested by CHWs who attended the 2005 conference. The complete list of topics can be found on both the agenda and registration form.

As with the Thursday workshops, CHWs are to select the "Talking Shop" session that they prefer to attend and mark it on their registration form.

The sessions begin immediately after lunch and the keynote presentation and will last until 3 p.m. Hotel check-in begins at 3 p.m. and as in the last three years, room keys will be delivered to conference participants while they are in their registered workshop or supervisors' meeting.

The "Talking Shop" sessions are not meant to be casual conversations or stuffy lectures but lively, interactive learning forums where CHWs can discuss issues they deal with every day.

CHWs who are willing to document their attendance at their registered "Talking Shop" session and other workshops at the conference this year will earn recorded credit in the new VCHO CHW training database for each one attended.

The "Talking Shop" sessions are closed to supervisors. Instead, they will attend a statewide meeting to learn more about the CHW training database.

Selection of CHW Conference Workshops For Thursday, November 30

ADHD in At-Risk, Vulnerable and Under-Served Populations - Attention Deficit Hyperactivity Disorder, known as ADHD, is one of the most common mental disorders that develop in children. Possible factors include cigarette and alcohol use during pregnancy, and exposure to lead in old paint and plumbing. Children with ADHD have impaired functioning in home, school, and in relationships with peers. If untreated, the disorder can have long-term adverse effects into adolescence and adulthood. But support and treatment is often limited or unavailable for members of at-risk and vulnerable populations, including CHW clients. This workshop will examine barriers to care in underserved populations, and possible responses to children and young adults in these settings who have ADHD. (Presenter not yet confirmed.)

The Attitude Virus: Curing Negativity in the Workplace It's contagious, it can spread in a matter of minutes, and before anyone realizes what's happened, the entire workplace can be affected. It's what can be called an attitude virus, a disease that causes negativity in all it touches. Productivity suffers and so do individual workers. In this session, participants will explore the different types of negative attitudes, learn how to diagnose an attitude problem in themselves or their colleagues, recognize the need to take responsibility for a negative attitude and its consequences, and learn how to replace old, ineffective reactions with adaptable, productive responses. The workshop presenter is Diane Yerian, a senior human resources professional and director of training for James Madison University. *(Note: A two-part workshop)*

Breaking the Ice: Helping Clients from Other Cultures Virginia is one of the top ten destinations for immigrants coming into the United States. This means Virginia CHWs provide services to more clients from other cultures than ever before and the number is growing. Culture and language barriers between CHW and client complicate everything from communicating important health information to building a relationship of trust. Yet it is impossible to learn multiple languages and details about dozens of different cultures. This workshop is designed to provide CHWs with some basic tools to help them meet the challenge of working with clients from all cultures. The workshop presenter, Bonnie Larson, directs several multi-cultural programs that serve immigrants in the central Shenandoah Valley. *(Note: A two-part workshop)*

Child Development and Behavior: Age 0 to Adolescence Children grow, develop, and learn throughout their lives from birth and infancy through adolescence to adulthood and each child's development is unique and complex. So while children develop through a generally predictable sequence of steps and milestones, they may not proceed through these steps in the same way or at the same time. Child behavior is also linked to these milestones and, like them, are also greatly influenced by the child's environment and experiences. Children who grow up in environments where their developmental needs are not met are at an increased risk for compromised health and safety, and for learning and developmental delays. If children fail to develop properly they may be unable to reach their full potential. This workshop will unpack the many connections between child behavior environment, experiences and key developmental milestones and some differences between behavior and misbehavior. *(Note: A two-part workshop)*

Domestic Relations Law This workshop is designed to give CHWs an easy-to-understand overview of key areas of domestic relations law that are the most likely to impact clients and their children. Topics will include child support and also abuse, separation, and divorce, among others. *Note: This workshop is not designed to provide legal advice for specific situations, but will offer CHWs the opportunity to ask general questions.* (Presenter not yet confirmed.)

Enhancing Self Esteem Do you have clients who see themselves as stupid, worthless, or worse? The more negative thoughts and feelings your clients have about themselves, the lower their self-esteem. People with low self-esteem typically have little confidence in their abilities, question their self-worth, and have distorted views of others. On the other hand, high self-esteem consists of the positive thoughts and feelings they have about themselves. Self-esteem is often a critical factor in client success because it helps them make healthy choices and move toward a positive future. In addition, high self-esteem affects how they think, act, and feel about others, as well as how successful they are in life. But how do they get from low to high self esteem? This workshop will provide practical tools you can use to help clients and others enhance their self-esteem. The workshop presenter is Dr. Mark Warner, author of *The Complete Idiot's Guide to Enhancing Self-Esteem*, an expert in self-esteem and leadership issues, and a senior administrator for James Madison University.

Perinatal Depression Depression is common among pregnant women and perinatal depression is considered the most common complication of pregnancy. In fact, twice as many women experience perinatal depression as postpartum depression. How does this impact CHW clients? In urban, high-risk populations of mothers, perinatal depression rates may reach upwards of 40%. It is estimated that 80 percent of pregnant women suffering from depression are undiagnosed, leading to significant negative consequences for mothers, babies and families. Studies show that prenatal depression and anxiety have been linked to premature birth, low birth weight, developmental delay and increased risk of postpartum depression. This workshop, coordinated by Jennifer Sedlmeyer with the Northern Virginia Perinatal Outreach Program, includes a physician and social worker.

When the World Is Dark: Responding to Client Negativity and Self Harm A growing number of adolescents are adopting a dark, distorted and highly-negative worldview or turning to self-injury or self-harm as a coping mechanisms. Teens and others may develop an intensely negative viewpoint as a way to understand and cope with their feelings and experiences. Self-injury is the act of attempting to alter a mood state by inflicting physical harm serious enough to cause tissue damage to one's body. Cutting, scratching, burning, head banging and similar behaviors are ways of dealing with overwhelming feelings. In this case, the pain from the injuries helps adolescents dump the tension caused by unbearable feelings and situations. This workshop will provide CHWs with information about pervasive negativity and self-harm, and how to respond to this behavior in clients. (Presenter not yet confirmed).

(Supervisor Workshop)

Controlling Chaos, Subduing Stress: Time Management When There's Never Any Time In this workshop tailored to CHW program supervisors, you will learn to personalize time management practices so that they work for you. Learning the benefits of time management is just the beginning. Discover how your personality type and your personal choices can help or hinder your attempts at time management. Learn to: recognize obstacles, use technology to save time instead of wasting it, create a daily plan, discover the secret to maintaining a reasonable workload, avoid information overload, control paperwork and screen information, and much more. Workshop presenter Carol Miller, a trainer from James Madison University, will use concepts, tips, tricks, real-life examples and discussion to help you find out how to improve your time management and work flow.

chws on the move **REGISTRATION FORM**

5th Annual CHW Conference
November 29-30, 2006

(The Virginia Department of Health has approved multiple attendance for this conference. Watch your mail for more conference details, or log on to www.vcho.cisat.jmu.edu after August 31)

Conference Registration Deadline: October 20, 2006

Last Name: _____ First Name: _____ Job Title: _____

Program Name: _____ Agency Name: _____

Preferred Address: Is the following address your **WORK** or **HOME** address? (please circle one)

Street: _____ City: _____ State: _____ Zip Code: _____

Day Phone: _____ Evening Phone: _____ Fax: _____

(Please include the area code with your phone numbers) Email Address: _____

MEALS

Please choose your meal entrees below for **BOTH** days:

For **Tuesday's** entree, would you prefer the ___ Beef entree or ___ Vegetarian entree?

For **Wednesday's** entree, would you prefer the ___ Chicken entree or ___ Vegetarian entree?

Please list any special dietary requirements below:

HOTEL ACCOMMODATIONS:

Hotel accommodations will be double occupancy unless a single room is specifically requested below.*
For those of you staying in double rooms: You must provide the name of your roommate at this time, or one will be randomly assigned to you by conference staff.

Your roommate's name is: _____. (Your roommate must also complete & submit a registration form, name you as roommate, and pay the \$60 registration fee to attend the conference)

Do you prefer a **SMOKING** or **NON-SMOKING** room?
 Smoking
 Non-Smoking

*Check here if you are requesting a single room (with the understanding that there is a \$75 charge for a single occupancy room, *in addition to* the \$60 conference registration fee.)

Check here if you live in the Richmond area, and will not be requiring hotel accommodation.

Please contact VCHO with any questions or concerns at (540) 568-6052 or email vcho@jmu.edu

WORKSHOPS

Are you a CHW or Supervisor?

(Please select **only one**) ___ CHW or ___ Supervisor
(If you are a Supervisor, please do not sign up for CHW workshops - the following workshops are for **CHWs ONLY**)

"TALKING SHOP" SESSIONS for CHWs

Wednesday, Nov. 29, 1:45 - 3:00 pm
If you are a CHW, Please choose **one** session from the nine "Talking Shop" sessions listed below:

- ___ 1. Plan B: Home Visiting and "What do I do if..."
- ___ 2. Cultivating Client Compliance
- ___ 3. Discussing Diabetes
- ___ 4. Court Date: What happens when a CHW is subpoenaed?
- ___ 5. GLBT: Gay, lesbian, bisexual & transgender clients and issues
- ___ 6. The 'Ins and Outs' of Fatherhood: incarcerated & newly released dads
- ___ 7. Taming the Paper Tiger: organization/documentation skills for home visits
- ___ 8. Working with Hispanic clients
- ___ 9. Parenting after 65: when grandparents or great-grandparents become mommy and daddy

If you are a CHW (Community Health Worker) please choose **one** (1) workshop from the following 2-part workshops...

CHW 2-Part Workshops (Thurs., Nov. 30, 9:00 -12:00)

- ___ 1 Curing Workplace Negativity
- ___ 2 Child Development and Behavior
- ___ 3 Breaking the Ice: helping clients from other cultures

OR..... choose **one** workshop from *CHW Workshop A*, and another **different** workshop from *CHW Workshop B* listed below:

CHW Workshop A

Thursday, Nov. 30; 9:00-10:30

- ___ 4 Enhancing Self-esteem
- ___ 5 Domestic Relations Law
- ___ 6 Responding to Negativity/Self-ruin
- ___ 7 Perinatal Depression
- ___ 8 ADHD in At-Risk Populations

CHW Workshop B

Thursday, Nov. 30; 10:45-12:15

- ___ 4 Enhancing Self-esteem
- ___ 5 Domestic Relations Law
- ___ 6 Responding to Negativity/Self-ruin
- ___ 7 Perinatal Depression
- ___ 8 ADHD in At-Risk Populations

In case one of your workshop choices is no longer available, please choose 1 Alternate Workshop Choice of the same duration _____

Supervisors' Workshop (Thurs., Nov. 30, 9:00 -12:00)

Controlling Chaos, Subduing Stress:
Time Management When There's Never Any Time

Conference Fee

The \$60 conference registration fee includes a double-occupancy room for 1-night accommodation at the Richmond Sheraton West Hotel, workshops and meals. 2-night reservations can be made for those who must travel more than 4 hours (each way), and who make arrangements with VCHO in advance of the registration deadline.

Return your completed registration form and payment by check to:
James Madison University, Virginia Center for Health Outreach, MSC 9009,
Harrisonburg, VA 22807.

(Please make checks or money orders payable to James Madison University)

Payment by Credit Card

You can also pay for attending the conference with Visa, MasterCard, Discover and American Express **ONLY** by registering via the online CHW Conference registration form at:
<https://websurvey.jmu.edu/ss/wsb.dll/chambeme/2006CHWconference.htm>
(NOTE: a \$2.50 convenience fee will be charged to the total of each credit card sale)

cut along this line before folding and mailing form

Please fold & fasten securely before mailing

cut along this line before folding and mailing form

From: _____

PLACE
STAMP
HERE

Mail to: Virginia Center for Health Outreach
2006 CHW Conference Registration
James Madison University
MSC 9009
Harrisonburg, VA 22807

Please make sure before mailing your registration form that:
✓ your registration form is fully complete
✓ your contact information is included
(in case we have questions about your registration form)
✓ your check paying for your attendance at the conference is enclosed.
See you at the conference!

✂

✂

Have fun, CHWs - pamper yourself

2006 self-care activities to include shopping, massage, fashion, water aerobics, and more

Some of the details aren't quite finalized, but CHWs at this year's annual conference will have some new options for their free time on Wednesday afternoon and evening.

The conference formally shuts down between 3 and 7 p.m. to allow CHWs some well-deserved time off to practice self-care, unwind, possibly do some holiday shopping and enjoy dinner on their own before the optional humorous presentation begins about 7 p.m.

But not all CHWs prefer self-care in the form of a shopping trip or nap in their room.

After the 2005 conference, VCHO received a number of requests to offer a different sort of activity for CHWs who wanted to make the most of their free time but not leave the hotel.

This November these CHWs get their wish. VCHO is planning a number of informal opportunities for CHWs to enjoy for an hour or so late Wednesday afternoon and early evening.

The preliminary list of available activities include a magnetic back massage, a clowning lesson or water aerobics class, and a personal fashion session. More activities are being planned.

The exact time and locations of these and other options will be posted at the conference registration table. No pre-registration or additional fees are required for any of these options. If the choice proves popular, the option will also be added to the 2007 CHW conference schedule.

Driving Directions to 2006 CHW Conference at Sheraton Richmond West

From North

Take I-95 South to Interstate 64 West (Exit 79). Do not take the Interstate 295 bypass. Take the Broad Street East Exit (Exit 183B). Turn left at the first traffic light into the Brookfield Complex.

From West

Follow I-64 East. Take the Broad Street Road East Exit. Turn left at the first traffic light into the Brookfield Complex.

From Byrd Field/Richmond International Airport

Take Interstate 64 West to Interstate 95 North. Proceed to the Charlottesville/Interstate 64 Exit (Exit 79). Continue to the Broad Street East Exit (Exit 183B). Turn left at the first traffic light into the Brookfield Complex.

From South

Take I-95 North to I-64 West (Exit 79). Do not take the Interstate 295 bypass. Continue to the Broad Street East Exit (Exit 183B). Turn left at the first traffic light into the Brookfield Complex.

Hotel address and contact information:

Sheraton Richmond West Hotel
6624 West Broad Street · Richmond, VA 23230
Phone: (804) 285-2000

A few tips for CHWs as you prepare for the 2006 conference on Nov. 29-30th

Conference Registration

- ◆ *Register as early as you can* - the workshops you select may already be filled if you wait too long to submit your registration. We will try to make sure everyone attends at least one workshop of their choice. However, those that register early have a better chance of getting all of their selected workshops.
- ◆ If you plan on sharing a double room for your overnight stay at the conference, and would prefer to share the room with someone you know, please make sure to name that person when you register. Otherwise, VCHO staff will randomly assign a roommate for you.
- ◆ Also, you and your roommate must decide before registering if you both prefer a smoking room or a non-smoking room (since there's no way to have half smoking/half non-smoking room ☺)
- ◆ In addition to registering through the mail, you'll also be able to register online

between August 31 and October 20. One benefit of registering online is, you can pay your conference fees by credit card. Also, you will receive immediate confirmation of your registration.

- ◆ You can pay your conference fees by check or money order as well. If your program requires an invoice before paying your fees, please let us know in advance. No cash payments will be accepted.
- ◆ Confirmation for registration forms received through the mail will only be generated by request, since one VCHO staff person can only do so much! ☺
- ◆ If you have to travel 4 or more hours one way to the conference, remember that you have the option to request a room for the previous night (Tuesday, November 28). Please make this request when registering, and keep in mind that VCHO will be verifying travel times (using Mapquest, Expedia, etc.) and VCHO can refuse to arrange for the

additional night stay if your travel time is less than 4 hours.

- ◆ If you cancel your registration, or substitute a different person for someone already registered, please notify VCHO as soon as possible. Your cancellation will free up space for another CHW to attend the conference (because registration is limited) and a substitution will cause alterations in name tags, workshop lists, room assignment lists, hotel room key distribution, etc.
- ◆ For additional conference information, please visit VCHO's website at: www.vcho.cisat.jmu.edu/conference.html

Door Prizes

This year, door prizes will be distributed after the Award Luncheon on Thursday, as you requested after last year's conference. However, you must be present to win.

And, most important of all, PLEASE TRAVEL SAFELY on your way to & from the conference.

www.vcho.cisatjmu.edu
Harrisonburg, VA 22807
MSC 9009
James Madison University
2005 Conference Registration
Virginia Center for Health Outreach



CHECK IT OUT

The 5th Annual CHW Conference

CHWs on the Move

November 29-30, 2006

Sheraton West Hotel, Richmond, VA

Registration Information & Registration Form inside

