

**DDTHE INITIAL INVESTIGATION:  
LAYING THE GROUNDWORK FOR EFFECTIVE ADVOCACY  
JUNE 20-21, 2011  
SPEAKER BIOS**

**Ruth Acheson**

Ruth Acheson, J.D. is in private practice in South Fork, Colorado currently specializing in child welfare matters; she also serves as Municipal Judge for the Town of Creede. Ruth was the Willkie Fellow at Indiana University School of Law, Bloomington, where she graduated in 1981. She practiced law in Indiana (1981-85) where she served as Chief Deputy for the Monroe County Public Defender's Office. Upon her return to her hometown, Alamosa, Colorado, she was a Deputy State Public Defender, retiring in 2003 as Office Head for the Alamosa Regional Public Defender's Office, 12th Judicial District. She currently serves on the Senate Bill 94 and 318 committees as well as the Court Improvement Committee. She was a founding member and remains an officer of the Alamosa Family Drug Treatment Team, served a term on the Judicial Performance Commission and the Tu Casa Board of Directors (an agency aimed at providing assistance to victims of domestic violence), was president of the board of directors for the Center for Restorative Programs for many years and was instrumental in broadening its mission to include anti-bullying, parent-teen mediation, "WRAP" programming and extended-family conferencing services. Additionally she mentored a teen through the Mi Animo program and was a volunteer coach for the Adams State College Moot Court Team. She was honored by OCR in 2010 as their "Super GAL."

**Dr. Jim Baroffio**

James Richard Baroffio, Jr. is a licensed Clinical Psychologist and licensed School Psychologist. He is recognized by the National Register of Health Service Providers in Psychology and a member of the American College of Forensic Examiners. Dr. Baroffio received his doctorate degree of Clinical Psychology in 1992 from the University of Denver, and received his Master of Counseling Psychology from Chapman University and his Bachelor of Psychology from California State University Fullerton.

Dr. Baroffio has been in private practice as a Licensed Clinical Psychologist since 1988. Dr. Baroffio's most recent experiences includes serving in the Cherry Creek School District as a Consulting and School Psychologist, at Serenity Homes, Inc. as a Clinical Consultant, at the Arapahoe Community Mental Health Center, at the Napa State Hospital as a Clinical Psychology Intern, at the Colorado Neurobehavioral Center, at the KM Counseling & Resource Center, and the Arapahoe County Detention Center. Dr. Baroffio has been an instructor at the University of Denver Butler Institute for Families since 2001 and has served as a faculty member at Chapman College.

Dr. Baroffio has been published in the Journal of Clinical Psychology as well as in the American Jail Association publication.

**Kelly Beck**

Currently a Trainer with the Center for Family Finding and Youth Connectedness at Seneca Center, Ms. Beck was previously the Senior Program Manager for the Child Victims Act Model Court Project at the National Council for Juvenile and Family Court Judges (NCJFCJ), Permanency Planning for Children Department. Prior to working at the NCJFCJ, Ms. Beck was

the lead Attorney for the Permanency Project at the Administrative Office of the Courts (AOC), Center for Families, Children and the Courts as well as a Judicial Review and Technical Assistance Juvenile Consultant.

Preceding her work with the AOC, Ms. Beck was a court-appointed attorney representing parents and guardians in Juvenile Dependency Court. She previously represented adoptive parents, relative caregivers, stepparents, guardians and grandparents in child custody proceedings. She has conducted many county collaborative workshops, judicial officer trainings, State and county focused strategic planning sessions and trainings for dependency and delinquency stakeholder groups. Some topic areas include Permanency Planning for Foster Youth, Paternity, Family Finding, Family Reunification Strategies, Concurrent Planning, Family Reunification Strategies, Parent Representation, Termination of Parental Rights and Adoption.

### **Stephanie Bell**

Stephanie first worked as a graduate student placement at Prax(us) during the 2008-2009 school year. During that time, she was instrumental in researching and designing the Community Organizing Program, which she now leads. Stephanie also directs the Street Outreach and Case Management Programs and is responsible for the development of the organization. In addition, Stephanie conducts a considerable amount of community education work, including training service providers, advocates, and community members on the domestic human trafficking of youth. She entered the anti-human trafficking field through organizing work on immigrant worker exploitation with Rights for All People in Denver. Other professional background includes counseling, community organizing, and policy work with low-income women in Denver, work with high risk youth and immigrant and refugee populations in Iowa, work with adults with developmental disabilities, as well as non-profit fundraising in St. Louis. Stephanie has also completed research and published articles on violence against sex workers in Latin America, survival sex amongst homeless youth, and heterosexism training for nursing home social service departments. As a part of increasing the quality of interactions between law enforcement and homeless youth, Stephanie currently serves on the Racial and Gender Disparities Committee of the Crime Prevention and Control Commission (CPCC) for the City of Denver. She also serves on the Rainbow Alley Research Group to increase the quality of research that is available on homeless and LGBTQ youth in Denver with a special focus on exploitation, and as the co-chair of the Outreach Workgroup for the Advisory Committee on Homeless Youth (ACHY). Stephanie completed her Master of Social Work degree at the University of Denver.

### **Alison Bettenberg**

Alison is currently a GAL and /Managing Partner at Bettenberg, Sharshel & Maguire LLC. Alison has been a GAL in both the Dependency and Neglect and Delinquency cases for 9 years. Alison was in private practice until January 2011 when she joined the law firm of Bettenberg, Sharshel & Maguire, LLC which is the staff model office for Arapahoe County. Alison is the managing partner of BSM where her responsibilities include sitting on the hiring committee and training team, case assignments, supervision of attorneys and case coordinators as well as general oversight of the office.

### **Nicole Brown**

Nicole has worked in child welfare for 14 years, 8 of those years were as an adoption worker helping some of the most attachment challenged children find permanency. In her work with

therapists, families, and children Nicole gained a strong understanding of how trauma impacts a child's ability to attach and become part of a family. She has been providing training for foster families and biological parents for 13 years and has facilitated such groups as Family Bound and Teen Mom Support Groups. Nicole has been recognized by COCAF for her exceptional work with families who are adopting children with very challenging behaviors. She is known for building strong relationships with community providers, such as therapists, CASAs, GALs, and probation officers to insure families have a strong support team. Her passion for bringing all the important parties to the table has led her to her current role with ACDHS as a family engagement meeting (LINKS) Facilitator.

### **Laura Grzetic Eibsen, Esq.**

Laura has been an assistant city attorney with the Denver City Attorney's Office since 1991. She specializes in handling appeals in dependency and neglect cases, but has extensive experience litigating juvenile law cases in Denver and in Adams County. After graduating from Georgetown University in 1979, Ms. Eibsen made her way to Colorado as a VISTA Volunteer with the Legal Center for Handicapped Citizens. She graduated from the University of Colorado School of Law in 1984 and subsequently clerked for the Honorable Orrelle R. Weeks, the then-presiding judge of the Denver Juvenile Court. Upon completing her judicial clerkship, she practiced law with a small firm in Denver and later with the Adams County Attorney's Office, before joining the Denver City Attorney's Office. Ms. Eibsen has served on the Executive Council of the Juvenile Law Section of the Colorado Bar Association and was a member of the Colorado Respondent Parents' Counsel Task Force in 2006-2007. Ms. Eibsen has made numerous CLE presentations on a variety of topics related to juvenile law over the years.

### **Peggy Fulks**

Peggy Fulks earned her J.D. from Washburn University in Topeka, KS, graduating cum laude. She opened her Woodland Park practice in 1995, and has primarily focused on family law, juvenile law, elder law and mediation. Although she previously represented children and families in both El Paso and Teller counties, for the past few years, her commitment has been to Teller county cases, where she is the primary Guardian ad Litem. Her degree in secondary education, teaching experiences, and work in the field of personal injury have been valuable in working with children and families. Ms. Fulks has resided in Teller county since 1987, and is actively involved in the community. She attributes much of her success to building strong professional relationships throughout the county.

### **Honorable David Furman**

Honorable Furman is currently a Judge at the Colorado Court of Appeals. His prior judicial experience includes serving as a Magistrate for the Denver District Court from 2003-2005, as well as Magistrate in the Denver Juvenile Court from 1999-2003.

Prior to his judicial appointment, he worked in Private Practice, for the Colorado State Public Defender's Office as a Deputy Public Defender in the Appellate Division, as an Adjunct Professor at Colorado Christian University as well as for the Denver University Graduate School of Social Work. Judge Furman experiences includes serving as a faculty member for the Institute for Faculty Excellence in Judicial Education, at the University of Memphis, as an editor for the Juvenile Law Column, Colorado Lawyer, serving on the Executive Committee of the Juvenile Law Section, Colorado Bar Association, and was also responsible for proposing the creation of the Office of the Child's Representative (OCR) for the training and oversight of attorneys representing children in abuse and neglect and family law cases.

Judge Furman's recent civic involvement includes serving as a Chair on the Colorado Children's Trust Fund Board, serving as a Chair, on the Lieutenant Governor's Committee to Promote Adoption.

Judge Furman received his B.A. in psychology and Christian education from Wheaton College, his M.S.W. from the Denver University Graduate School of Social Work, and his J.D. from the Denver University College of Law. He was also the recipient of the Jonathan L. Olam Trial Advocacy Scholarship at the Denver University College of Law.

Judge Furman's most recent publications includes co-authoring the *Judicial Benchbook on Colorado Child Welfare Law (4th ed. 2005)*, *A Handbook for Families in Dependency & Neglect Cases (2005)*, *What Happens to Me Now? A Handbook for Colorado Children Who are Not Living at Home (2003)* and the *Dependency & Neglect Benchcards (2003)*.

Judge Furman and his wife Liz are the proud parents of three sons and is currently a coach for the Conifer Basketball Association.

### **Adam Grush**

Adam is a 2011 graduate of the University of Colorado Law School, where he spent a year working as a guardian ad litem in the Juvenile Law Clinic. Adam has researched and written extensively on the subject of child sex trafficking and related topics, with a particular focus on addressing consumer demand for sex with trafficked women and children. Adam has traveled to Cambodia and India, with a trip to Mexico coming later this summer, to investigate child sex trafficking and serve anti-trafficking organizations abroad. In Cambodia, Adam volunteered for Transitions Global, a safe home in Phnom Penh. He also met with other local anti-trafficking organizations including International Justice Mission, SISHA, and Chab Dai, and performed undercover investigations of the local sex trafficking scene. In India, Adam spent time with Odanadi, a safe home and rescue organization in Mysore, researched sex trafficking at the National Law School in Bangalore, and met with other local women's rights organizations. On June 25, Adam will travel to Mexico City with Boulder anti-trafficking organization iEmpathize. There he will volunteer for a few different safe homes and other local anti-trafficking organizations while also helping iEmpathize put-on awareness presentations for government leaders, students, and other influential members of Mexican society.

### **Dr. John Hardy**

Dr. Hardy is the Medical Director of South East Mental Health Center in La Junta, Colorado, Psychiatric consultant to the Bruce McCanless Veterans Nursing Home in Florence, CO, Psychiatric Consultant to the Colorado Mental Health Institute of Pueblo, and has maintained a private practice in Pueblo Colorado for the past 16 years.

Dr. Hardy obtained his undergraduate degree from Johns Hopkins University and attended medical school at the University of Utah School of Medicine. He completed an internship at the University of Washington and residency and fellowships in psychiatry at the University of Colorado.

Dr. Hardy is board certified in general, adult psychiatry, child and adolescent psychiatry, and forensic psychiatry.

Dr. Hardy has published research in the area of child and adolescent psychiatry in the areas of substance abuse and conduct problems, serious and persisting mental illness and psychotropic

medication effects in children and adolescents. He has presented over one thousand lectures throughout the U.S. And abroad on the topics of child and adolescent psychiatry, depression, schizophrenia, bipolar disorder, sleep disorders, A.D.H.D., and forensic issues.

Dr. Hardy has testified in several juvenile capital cases in Colorado over the past decade.

He was inducted as a Distinguished Fellow to the American Psychiatric Association in 2009.

### **Phil James**

Phil is an attorney practicing in Denver.

### **Wendy Jeffries**

Program Manager, The Arthur C. Helton Institute for the Study of International Social Service. Ms. Jeffries has over 10 years of experience working on initiatives related to children's education and mental health. Before coming to ISS-USA, Wendy was the Program Director for the Turning the Corner Achievement Program at a charter school in Baltimore City. She brings research, analysis, and advocacy skills from her work at the American Institute for Research. Ms. Jeffries has a Masters of Public Policy from Georgetown University, with a focus in social/family/education policy.

### **Laura Locke**

Ms. Locke is a practicing attorney in the Golden area. She received her law degree in 1992 from Santa Clara University Law School after graduating *cum laude* from Regis College with degrees in both mathematics and political science. Ms. Locke has always had a special interest in the field of law. In college she participated in the Denver Police Department Explorer Program and was the chairperson for the National Law Enforcement Explorer Program. Ms. Locke has participated in the Denver FBI Citizen's Academy and has volunteered as a Court Appointed Special Advocate (CASA). Ms. Locke has practiced law for the past 19 years. About nine years ago she left the practice of law for a short period to pursue teaching at an alternative high school. While working with these challenged youth she realized that she needed to incorporate her law experience into working with youth. She opened her own law practice and has spent the past eight years practicing primarily in the area of child welfare and serves in Jefferson County as a *Guardian ad litem* for abused and neglected children. Ms. Locke has been involved in several court cases involving child prostitution and domestic human trafficking.

### **Dorothy Macias**

Dorothy Macias is currently the Staff Attorney/Legislative Liaison for the Office of the Child's Representative.

Ms. Macias's passion for children's issues and engagement in political activities brought her to the Office of the Child's Representative in October 2010. She has been a *Guardian ad litem* in Arapahoe County since July 2005 after her family's move to Colorado the previous June. Ms. Macias worked as a GAL in Maricopa County Arizona the six years preceding her move to Colorado. Prior to that, Ms. Macias was a felony prosecutor in the nationally recognized Maricopa County Attorney's Child Sex Crimes Unit. Ms. Macias has handled countless felony trials involving sexual abuse and assault, physical abuse and child pornography. Ms. Macias served as her unit's DNA expert, presenting the DNA evidentiary portion of trials for her supervisor and colleagues. Ms. Macias served on the Arizona Governor's Task Force for

Children and helped develop the sex crimes investigator's protocol. Ms. Macias began her legal career in San Diego, California representing officers and directors in securities fraud litigation.

Ms. Macias is admitted to practice law in Arizona, California and Colorado. She served as a law clerk in the Arizona Court of Appeals for Judges Thomas Kleinschmidt and Sarah Grant. She graduated from the Sandra Day O'Connor Law School at Arizona State University where she was a member of the National Moot Court Team.

### **Glenda Melaragno**

Glenda is currently the Supervising Case Coordinator & Staff Development/Training Coordinator at Bettenberg, Sharshel & Maguire, LLC. Glenda joined the law firm of Bettenberg, Sharshel & Maguire, LLC in January 2011 as the Supervising Case Coordinator and Staff Development/Training Coordinator. Glenda has over 15 years experience in the child welfare field through Arapahoe DHS, El Paso DHS and with the Department of Youth Corrections. Glenda is responsible for supervision of the Case Coordinators, teams case assignments with the managing partner and serves as the Staff Development and Training Coordinator for BSM.

### **Felicity Sackville Northcott**

Director of The Arthur C. Helton Institute for the Study of the International Social Service comes to ISS-USA after 20 years at Johns Hopkins University. Dr. Northcott received her M.A. and Ph.D. in Anthropology from Johns Hopkins University in 1996. Her dissertation, "Acting in a Manner not Usual for Law Abiding Citizens: Constructing Homeless in Baltimore", was based on 26 months of field research with homeless men in Baltimore City. After receiving her degree she was hired as the Associate Director of the Institute for Global Studies in Culture, Power, and History at Johns Hopkins University. Dr. Northcott also held a Senior Lectureship in The Department of Anthropology. In 2002 she was awarded the Alumni Association Excellence in Teaching Award. In 2005 Dr. Northcott was hired as the Liaison to the Dean for Programs and Centers at Johns Hopkins. She held this position for two years before coming to ISS-USA.

### **Henry Plum**

Henry Plum is currently an attorney in Wisconsin. Mr. Plum was an Assistant District Attorney from 1973-1987 and served as a consultant to various organizations, including the American Bar Association, the National Council of Juvenile and Family Court Judges, and the Office of Juvenile Justice and Delinquency Prevention. Mr. Plum also has experience as a GAL. Mr. Plum is an experienced international and national lecturer, and has served as faculty member and instructor at the University of Wisconsin in Milwaukee as well as at the Training Faculty for the Wisconsin Judicial College sponsored by the Supreme Court in Wisconsin. Mr. Plum is currently a Legal Advisor and Parliamentarian for the International Society for Prevention of Child Abuse and Neglect. He has also served on the National Association of Counsel for Children as its President and is currently a board member. Some of Mr. Plum's recent publications includes *Avoiding the Pitfalls in Voluntary Termination of Parental Rights: A Guide for the Practitioner* (National Abandoned Infants Assistance Resource Center), *Legal Issues: Protecting the Child, Multidisciplinary Approach to Shaken Baby Syndrome* (Halworth Press), "Legal Considerations in Shaken Baby Cases" in *The Shaken Baby Syndrome: A Multidisciplinary Approach* (The Halworth Maltreatment & Trauma Press), and "Legal Issues" in *Recognition of Child Abuse for the Mandated Reporter* (G.W. Medical Publishing, Inc.). Mr. Plum received his J.D. from the Marquette University Law School and his Bachelor of Arts from St. Norbert College.

### **Dr. Jackie Richman**

Jacqueline Richman is a Licensed Psychologist and is Registered as a Circle of Security Parent Educator, a Certified Sex Offender Treatment Provider/ Evaluator, and a Certified EMDR Therapist. Dr. Richman received her Psy. D. Counseling Psychology from the University of Northern Colorado in 1991, served as APA Internship at the Salt Lake City Mental Health in 1989, received her M. S. in Microbiology at Rutgers University, and a B. S. in Medical Technology from Cincinnati University. Dr. Richman's background includes serving as a CFI, conducting Parenting Time/ Responsibility Evaluations, Psychological, Parenting & Attachment Evaluations, Offense Specific Sex Offender Evaluations, Fitness for Duty Evaluations, and Psychotherapy Specializing in Adults, Couples, and Trauma Issues. Dr. Richman has also taught various trainings on attachment, assessments, forensic issues, child and family investigations, ENE, and Trauma & Neurobiology.

### **Jacoba Rock**

Jacoba Rock is currently the Child Assessment Specialist at Radley, Sandoval & Southerland, LLC. Jacoba graduated from the University of Denver with a Masters in Social Work (2010) and a Graduate Certificate in Alternative Dispute Resolution (2008). She is currently employed as a Child Assessment Specialist with Radley, Sandoval, & Southerland, LLC. Jacoba has over five years of experience in social work and conflict resolution with children, juveniles, and young adults, including as an ongoing caseworker and as a group facilitator in a variety of settings. She is also in the process of obtaining her CAC (Certified Addictions Counselor) II and LCSW (Licensed Clinical Social Worker). Jacoba has completed and presented research on juvenile correctional facilities, addictions for young people, and conflict resolution processes.

### **Brent Struck**

Detective Struck has 16 years of law enforcement experience with 12 years at the Lakewood Police Department. His tenure has included assignments in Patrol, the police departments Sector Liaison Unit which included street crime and gang investigations and for the last five years he has been assigned to the Special Investigations Unit where he investigates vice related crimes to include prostitution, gambling, liquor law enforcement and organized crime. He is also a member of the Rocky Mountain Human Trafficking Task Force as well as the FBI's Innocence Lost Task force. During his career he has received extensive training in the area of human trafficking and child prostitution to include attending trainings at the National Center for Missing and Exploited Children for the Protection of Child Prostitution Victims as well as a Department of Justice sponsored training for Forensic Interviewing of Child Prostitution victims. Detective Struck has conducted over 1000 prostitution related cases to include 40 plus pimping investigations and has rescued 39 child victims of prostitution since 2007. His pimping cases have been successfully prosecuted at both the State and Federal level and he has been deemed as an expert by the State of Colorado in the area of Prostitution and Human Trafficking.

### **Nancy Walker-Johnson**

Nancy Walker-Johnson is an appellate attorney in private practice in Colorado Springs with 23 years of legal experience. Her practice consists of juvenile and criminal appeals in the jurisdictions of Colorado and Oklahoma. Ms. Walker-Johnson received her B.A. from the University of Oklahoma, and her J.D. from Western New England College, Springfield, Massachusetts. Admitted to the New York bar in January, 1988, she practiced before the US Tax Court and the NY appellate courts. She was a member of the legal staff of the New York Department of Criminal Justice Services, where she assisted in developing criminal justice

policies and training, drafting legislation, and representing the State in criminal appeals. Ms. Walker-Johnson was also a contributor and editor of the Department's Criminal Law Review. Prior to returning to Colorado in 1999, Ms. Walker-Johnson represented criminal defendants in both the district courts and appellate courts of Oklahoma.

Ms. Walker-Johnson retired from the Army National Guard in 2001, after 26 years of service.

### **Linda Weinerman**

Ms. Weinerman has dedicated her legal career to children's issues. From 1992 until 1999, she worked as a Guardian ad Litem in Denver County, representing children in dependency and neglect cases. Ms. Weinerman served as a Denver City Attorney from July 1999 through May 2002, representing the Denver Department of Human Services in both the Magistrate and Presiding Judge's Divisions. In 2002, she served on the first Local Oversight Committee of the Office of the Child's Representative in Denver County, which was charged with selecting all contract Guardians ad Litem in Denver. Shortly thereafter, in the Fall of 2003, Ms. Weinerman became the OCR's Staff Attorney. In January 2005 she became the OCR's Deputy Director, handling, among other matters, all complaints filed against GALs. In December 2009, Ms. Weinerman was selected by the Board of Directors to be the new Executive Director. Ms. Weinerman attended Colgate University, receiving a Bachelor of Arts degree in 1978. She obtained a Masters of Business Administration Degree from Pace University in 1985. Upon moving to Colorado, she attended the University of Denver School of Law and obtained her law degree in 1991.

### **Diane Welsh**

Diane Welsh is currently the Clinical Consultant at Rocky Mountain Children's Law Center. Diane has over 25 years of social work experience, including 15 years as a social services worker with the Adams County Department of Human Services. She earned a Bachelor of Arts degree from Colorado State University in 1982. Ms. Welsh joined the Children's Law Center in 2002 as a clinical consultant. Some of her areas of expertise include investigation of child abuse and neglect, incest treatment, and family therapy. Beyond her clinical experience which allows her to address most aspects of child protection, Ms. Welsh has a personal passion for her work. Sixteen years ago she adopted her foster daughter who is now 29 years old. Together they worked hard to overcome her reactive attachment disorder. Ms. Welsh provides workshops and trainings on diligent search to help this population of children.