



## **2025 MNN Conference Workshops**

*The workshops are listed alphabetically, followed by the Expert Roundtables.*

*To view the session schedule and timings, [go here](#).*

### **A CPA, CFO and CFE Walk Into A Bar... Audit-Proofing Your Organization**

Nonprofit organizations face mounting financial and regulatory pressures, making audit readiness more critical than ever. This workshop equips leaders with practical strategies to "audit-proof" their operations and futureproof their fiscal health. Attendees will explore current challenges affecting nonprofit audits-ranging from budgeting constraints to shifting compliance standards-and learn how to streamline processes to reduce costs, minimize audit adjustments, and safeguard public funding.

Through a forward-looking lens, we'll unpack the importance of maintaining a clean audit, the risks of noncompliance, and the downstream impacts on funders and reputation. Participants will walk away with actionable takeaways, including how to enhance internal controls, clarify roles and responsibilities, and strengthen the alignment between finance functions and audit priorities.

Whether your organization is navigating changing regulations or preparing for your next financial statement audit, this session provides insights to build confidence, improve transparency, and reinforce fiscal stewardship across your organization. Join us for a hands-on, solutions-oriented experience designed to strengthen your audit posture and operational resilience.

*Presented by Katie Belanger, AAFCPAs, Inc., Tom Pappas, CLA, LLP, and Lisa Whittemore, Riverway Risk Advisory.*



Katie is a partner at AAFCPAs, Inc. and a leader within the Human & Social Services practice, delivering audit, tax, financial, and operational consulting solutions to nonprofits. She specializes in working with diverse multi-service clients with government funding. Katie has presented guidance on Massachusetts Uniform Financial Statement (UFR) preparation and mitigating common reporting errors. She advises clients on new accounting standards, and Uniform Guidance for federal contract recipients. Using audit insights, Katie provides best practice recommendations on operational and internal control systems and processes to help mitigate fraud risks and gain operational efficiencies.

Tom is a senior level financial and operations professional in the nonprofit space. His areas of expertise include financial reporting, budgeting, forecasting, financial analysis, nonprofit governance, banking compliance, cash management, system implementations, policies and procedures documentation, grant management, internal control reviews, board presentations, organization assessments, audit management, organization formation and dissolution, and IRS nonprofit application submission. Prior to joining CLA, Tom worked for a professional services firm which specialized in nonprofit organizations. He held positions as CFO, Treasurer and Executive Director for many of the nonprofit clients globally.



Lisa is the CEO of Riverway Risk Advisory, a governance, risk and compliance advisory firm. As a global Risk Management, Internal Audit and Assurance professional with extensive experience in internal controls, enterprise risk management, IT security, cybersecurity, forensic accounting, regulatory examinations and fraud examinations, Lisa assists public and private companies, domestically and internationally with strategies to transform their risk landscape and empower them to make greater informed strategic decisions in a risk-aware environment. Lisa's technical expertise spans a wide breadth of regulatory and professional standards and frameworks across all industries. Lisa is passionate about helping nonprofits achieve their missions.

### **Alternative Funding Models: Moving Beyond Philanthropy**

While philanthropy can be catalytic capital in the beginning, many organizations struggle to plan for growth and sustainability in the face of ever-changing funder strategies and priorities. To ensure diverse and sustainable revenue, it's important for organizations to think about ways they can sell products or services as well as explore innovative capital. Considering the current federal funding crisis it is important to see how this knowledge might serve to help you fill some gaps in funding by exploring other forms of financial capital to make your mission run well.

*Presented by: Alyssa Wright, Wright Collective.*



Alyssa Wright, the Principal and Founder of Wright Collective, a social impact consulting firm focused on helping nonprofit organizations access resources to meet their missions. She has deep experience in global social change, with clients including gender equality, birth justice, and international and refugee organizations. She is a published freelance writer, and sought-after speaker, and has developed the talent of a variety of fundraising professionals around the globe. Alyssa is an active member of her community in Southern Maine and raises three beautiful children while contributing her time and talents to the arts and human service sectors in her community.

### **Bottom-Up Board Leadership**

This workshop is designed specifically for nonprofit leaders who want to gain additional insights into enhancing the nuanced skills of leading the board from the executive staff role. Managing a boss in a normal business setting and structure can be challenging but managing an entire group of people who serve in the role of the executive leader's boss is a completely unique and nuanced dynamic. Our workshop is crafted to enhance your leadership skills of the board while focusing on the specialized art of managing up to your organization's ultimate decision makers. We will focus on five key concepts that will help to efficiently execute strategies that enhance and redefine how executives lead their boards as well as build relationships, foster accountability and growth. This workshop combines technical strategies, practical exercises, and real-life examples to help empower participants with the methods and confidence needed to manage and lead their board from the executive staff position.

*Presented by: Eddrick Martin, Elevated Momentum / CEO.*



Eddrick Martin, Managing Partner at Elevated Momentum Consulting LLC, brings 25 years' experience leading and collaborating with nonprofits. He specializes in board development, strategic planning, leadership, organizational effectiveness, and stakeholder engagement. Eddrick holds a Master's in Nonprofit Administration and a BA in public policy/political science, and has served as executive director, COO, and board president.

### **Building Bridges, Creating Change: Community-Centered Approaches to Multi-Sectoral Movement Building**

This interactive workshop explores how to build multi-sectoral coalitions that authentically center community voices while driving meaningful systems change through movement building. Using the Massachusetts Coalition to End FGM/C (Holistic Partnerships to End FGM/C in MA - HOPE MA) as a case study, participants will learn practical strategies for creating a collaborative infrastructure that scaffolds interventions to meet diverse stakeholder needs while maintaining a unified center that holds the movement together. The session addresses how to engage diverse sectors-including healthcare, education, law enforcement, social services, and community organizations-while dismantling traditional power imbalances that often exclude those most impacted by the issues. Participants will examine how community-centered coalitions can create lasting change through coordinated resource mobilization, policy advocacy, and inclusive movement building. Key topics include designing coalition structures that distribute decision-making power among community members, developing culturally responsive intervention strategies across multiple sectors, and creating sustainable systems. The workshop emphasizes how survivor and community leadership in the FGM/C context offers transferable lessons for other social justice movements - housing justice, educational equity, healthcare access, and beyond. This approach is particularly valuable for organizations addressing issues that require both grassroots community solutions and institutional change across multiple sectors.



*Presented by: Mariya Taher, Sahiyo, and Dr. Crista Johnson-Agbakwu, UMass Chan Medical School, Collaborative in Health Equity.*



Mariya Taher is an award-winning social activist with fifteen years of experience dedicated to ending gender-based violence through teaching, research, policy development, program creation, and direct service. She began her career working at domestic violence organizations such as Asian Women's Shelter and W.O.M.A.N., Inc., Jane Doe Inc., and Saheli. In 2015, she cofounded Sahiyo, a leading transnational organization committed to empowering Asian and other communities to end female genital cutting (FGC).

Mariya's pioneering work in leveraging storytelling to foster community engagement against FGC earned her the Human Rights Storytellers Award from the Muslim American Leadership Alliance in 2018. She has been a driving force in elevating FGM/C as a critical issue in the U.S., actively serving on the steering committee for the U.S. End FGM/C Network, advocating for and successfully supporting the passage of FGC-related policies in multiple states, and acting as an expert consultant for the 2021 Department of Justice - Office of Victims of Crime's "Addressing Female Genital Mutilation/Cutting" technical assistance project. In 2022, she further contributed as a program strategist for SOAR's transformative storytelling initiative, focused on South Asian survivors of gender-based violence. Her exceptional leadership in the nonprofit sector was recognized in 2023 when she received the prestigious Women of Worth award from L'Oreal Paris USA, honoring her as one of the top ten female nonprofit leaders.

Dr. Crista Johnson-Agbakwu, an Obstetrician/Gynecologist, is the inaugural Executive Director of the Collaborative in Health Equity at UMass Chan Medical School and UMass Memorial Health. She is also a Professor of Obstetrics & Gynecology and a Professor in the Division of Preventive and Behavioral Medicine, Population & Quantitative Health Sciences. She received her undergraduate degree from The Johns Hopkins University, medical degree from Weill Cornell Medicine, and completed her residency in Obstetrics & Gynecology at the George Washington University Medical Center. She subsequently completed a fellowship in Female Sexual Medicine at the University of California, Los Angeles and then became a Robert Wood Johnson Foundation Clinical Scholar at the University of Michigan where she obtained her Master's in Health and Health Care Research examining disparities in reproductive health care among refugees/immigrants through mixed-method Community-Based Participatory Research.



### **Culture First: Healing and Transforming Nonprofit Teams During Crisis**

How do you rebuild organizational culture during a time of crisis? In this workshop, leaders from Trinity Boston Connects (TBC) will share a real-world case study of how they turned around a fractured workplace culture marked by high staff turnover, siloed teams, and low morale. Participants will learn how TBC used community building tools, staff engagement, and restorative justice practices to create a culture of trust, accountability, and collaboration.

Through storytelling, discussion, and interactive activities, this session will guide attendees through the challenges and breakthroughs of culture change—from early missteps to transformative moments. Participants will engage in a live connection activity or a modified restorative justice circle to experience one of TBC's key tools firsthand.

This workshop is for nonprofit professionals who want to lead culture shifts in their own organizations—whether they're navigating change, rebuilding trust, or proactively strengthening their teams. Attendees will leave with a replicable framework, practical tools, and the inspiration to take courageous steps toward cultural healing and alignment.

*Presented by: Aka Denjongpa and Charmane Higgins, Trinity Boston Connects*



Aka Denjongpa is a nonprofit leader and systems thinker with over 15 years of experience in youth development, program design, and organizational change. As Chief Program Officer at Trinity Boston Connects (TBC), he has led transformative efforts to align staff culture with values of equity, trust, and collaboration. Aka brings a trauma-informed, restorative lens to leadership and team-building, and he is passionate about cultivating spaces where people can thrive. His work is grounded in cross-sector partnerships and deep community engagement.

Charmane Higgins is the Executive Director of Trinity Boston Connects (TBC), where she leads strategic direction, operational efforts, and champions TBC's culture. With over 20 years in nonprofit leadership, Charmane has a proven track record of guiding mission-driven teams through growth and transition. She brings a strong commitment to equity, staff wellbeing, and impact-driven programming. Charmane is a frequent facilitator on leadership development, having served



as a Senior Fellow with the Institute for Nonprofit Practice and a lecturer at Boston College, and a trusted voice on the intersection of culture, systems change, and sustainability in the nonprofit sector.

### **Defending the First Amendment: Lessons From the Arts on This Critical Role for Nonprofits**

The First Amendment is essential to nonprofit work-from public events and communications to advocacy, education, and organizing. Yet today, those freedoms are under threat. In response, the First Amendment Culture Team (F.A.C.T.), a coalition of artists, cultural workers, and organizers, formed to defend free expression and equip mission-driven organizations with tools to protect it.

This session will explore how censorship, political intimidation, and self-silencing are impacting the nonprofit sector, and how we can respond. Drawing on lessons from the arts and cultural organizing, participants will gain practical tools to protect First Amendment freedoms in their own work, including strategies for community messaging, public engagement, and programmatic integration.

Attendees will receive access to F.A.C.T.'s free Digital Toolkit, featuring sample curtain speeches, acknowledgment language, and other resources that can be adapted for any nonprofit setting. Together, we'll discuss how nonprofits across sectors can affirm their values, support their constituents, and defend democracy through creative and collective action.

Whether you run an arts organization, a service nonprofit, or an advocacy group, this session will help you strengthen your mission by protecting the rights that make your work possible.

*Presented by: Danielle Amodeo, Arts Equity Group, George Sanchez, Hemispheric Institute of Performance and Politics & CUNY College of Staten Island, and DJ McDonald, Vertices.*



Danielle Amodeo is the founder and principal consultant of Arts Equity Group, a national consulting firm that helps nonprofits, foundations, and municipalities use arts and culture to drive systemic change. With a background in art history, public programming, and strategic communications, Danielle specializes in civic engagement, cultural strategy, and equity-centered messaging. She has led wide ranging impact-driven projects and received national recognition, including the

ArtTable New Leadership Award and two Stevie Awards. Danielle brings over a decade of experience at the intersection of advocacy, creativity, and community building to her work supporting mission-driven organizations.

George Emilio Sanchez is a writer, performance artist, and social justice activist whose work explores the intersection of arts and civic engagement. Born in Los Angeles and based in Brooklyn, he began creating original performance pieces in 1992. Sanchez's ongoing series "Performing the Constitution" (XIV and In the Court of the Conqueror) examines racial justice and tribal sovereignty through autobiographical and historical lenses. He is the Performance Director of "Emergenyc," under the Hemispheric Institute of Performance and Politics, and teaches at CUNY College of Staten Island. He was a 2025 nominee for the United States Artist Fellowship.



DJ McDonald has been immersed in artistic production and management involving dance, theater, film/video, music and visual arts, since he took off his jayvee hockey skates in college.

As a choreographer, director and performer, he has worked with notable and peer choreographers, directors, companies, and projects as well as directing his own professional dance and theater venture for 15 years.

He continues a 20-year relationship with the NYC Dance Parade. He dreams big and tries to find ways that might work to make things happen.

### **Disempower Imposter Syndrome, Perfectionism, and Inner Critic: An Improv to Improve Workshop for Young Professionals**

In the interactive presentation based on her TEDx Talk, professional improviser Pam Victor shares immediately-applicable techniques to help quiet the inner critic and disable the fear of failure that might be interfering with your ability to bring your best self to work.



Ready to loosen the grip of imposter syndrome and perfectionism? With equal parts humor and wisdom, Pam offers simple, effective tools to quiet the internal messages of fear and self-judgment so you can gain more confidence in your authentic voice. Using easy-to-learn, accessible improv-enriched exercises in pairs or small groups, you'll get hands-on experience in how to reframe challenges and disempower failure that inhibit progress at work. If you hear "improv" and think "Eek!", fear not. Pam Victor specializes in making sure all people along the introvert-extrovert spectrum feel comfy, successful, and have a blast learning and growing together. This engaging and fun interactive professional development event is designed to support the resilience, connection, and creativity of young professionals looking to navigate the future with more ease and joy.

*Presented by: Pam Victor, Happier Valley Comedy*



Pam Victor is an improviser, author, teacher, and founder/president of Happier Valley Comedy, Western Massachusetts' only nonprofit comedy theater. Pam uses improv tenets to build professional development skills, such as communication, collaboration, connection, wellness and wellbeing. Pam received the 2019 NEPR Arts & Humanities Award and is a TEDx speaker. She authored "Baj and the Word Launcher: A Space-Aged Asperger Adventure in Communication" and co-authored "Improvisation at the Speed of Life: The TJ & Dave Book." Pam is a kind person, and she likes you already.

### **Everyday Equity: Practicing Active Bystandership in Nonprofit Spaces**

In a time when silence can reinforce harm, and harm is happening all around us, how do we react in ways that are safe, strategic, and grounded in justice? This 1-hour workshop adapts pieces of Quabbin Mediation's nationally recognized Training Active Bystanders (TAB) program for the nonprofit context. Participants will explore how everyday moments - at work, in meetings, with clients, and in everyday life - offer opportunities to interrupt harm and promote equity.

Grounded in community-based practice and DEIJ principles, the workshop supports young professionals in developing the courage and clarity to act when they witness harm or other forms of injustice. Participants will reflect on their values, analyze barriers to action, and practice real-world strategies that center care, collaboration, and accountability.



Nonprofits interested in bringing a deeper version of this training to their team will have the option to access a discounted rate for a private 2.5-hour virtual TAB training, tailored to their organization's context.

*Presented by: Lilly Fellows and Stephanie Hsu, Quabbin Mediation*



Lilly Fellows (they/she) is the co-Executive Director of Quabbin Mediation and a 2025 finalist for the Massachusetts Nonprofit Network Excellence Award in the Young Professional category. A TAB trainer since high school, Lilly now leads youth programming, curriculum development, and school partnerships. They are known for adapting training models to better serve diverse communities. Lilly holds a B.A. from Smith College and is pursuing a master's in Clinical Mental Health Counseling from Springfield College. Passionate about justice in

education, community, and sport, Lilly's work has shaped youth programming locally and internationally.

Stephanie Hsu (she/her) is the co-Executive Director of Quabbin Mediation and has been a trainer with the Training Active Bystanders (TAB) program since 2017. Her work focuses on operations, volunteer coordination, and building inclusive, community-centered partnerships. After an early career at McKinsey & Company and Big Brothers Big Sisters, Stephanie found her passion for bystander intervention through a transformative TAB training. She now leads trainings that empower others to take safe, effective action against harm and bias. Stephanie also serves as Vice Chair of the Lexington Human Rights Committee and co-chairs a local reform group on mental health and neurodiversity.



### **Funding the Future of Mental Health: Legislative Pathways to Support Youth-Led Programming**

The power of advocacy changes the future and shapes our ability to help others. Now, more than ever, advocating for legislative change is a critical component in advancing the mission of

non-profit organizations and widening the landscape of services for those in need. Planting seeds of connection while thoughtfully sharing the stories of the people we serve, Samaritans, Inc. was able to use limited resources to grow support and gain allies in the fight for better mental health for all. This advocacy led to the creation of a youth peer to peer textline called Hey Sam, this first of its kind in Massachusetts, which has served more than 10,000 youth. Through purposeful and intentional advocacy, Samaritans, Inc. has since partnered with Charles Group Consulting to continue to navigate and leverage conversations with legislators and create lasting and substantial change. This workshop will walk you through where to begin advocating and how to keep going.

*Presented by: Kacy Cerasoli Maitland and Kathleen Marchi, Samaritans, Inc., and Kate Worrall, Charles Consulting Group*



Kacy C. Maitland, LICSW is the Chief Clinical Officer at Samaritans, Inc., Massachusetts' largest suicide prevention organization. She currently oversees all programming including the 988 Suicide and Crisis Lifeline, Hey Sam - a youth peer to peer textline, grief support services and community education and outreach. Kacy is developing new programming including a Survivor of Suicide Attempts Support Group (SOSA), a Local Outreach for Suicide Survivors (LOSS) team and developed a partnership with the Center for Suicide Research and Prevention at Harvard University and MassGeneral Brigham to pilot an Enhanced Outreach Intervention

Program.

Kathleen C. Marchi joined Samaritans in December 2019. As Chief Executive Officer & President, she oversees all aspects of the organization and has spearheaded the launch of an extensive strategic plan and capital campaign. Kathy has more than 30 years of experience in nonprofit, education, and for-profit sectors. She has been recognized for superior leadership, team and relationship building skills, executive management expertise, and strategic approaches to building partnerships and achieving organizational success. Prior to Samaritans, she worked for MIT Sloan School of Management, The Newton Partnership Child Care Scholarship Fund, Newton Public Schools, and The Genesis Foundation for Children.



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Kate Worrall serves as partner at Charles Group Consulting, a lobbying firm based in Boston, Massachusetts. As one of two principals at the firm, Kate directly lobbies the state legislature and state agencies, seeking funding and key legislative and regulatory change, and manages operations of the firm. In 2021, Kate was named one of the National Institute for Lobbying and Ethics' Top Lobbyists of the Year, and proudly serves as a board member of the Massachusetts Women's Political Caucus.



### **Fundraising Through Grants: Assess Your Success!**

If You're a Grant Writer or Development Officer, in charge of winning grants, are you doing everything you can to be successful? Do you have the right tools to win? Do you know what it takes to win a foundation grant? What about a government grant? Come to this session and assess your success at fundraising through grants!

*Presented by: Maura Harrington, MJH Grants, LLC*



Ms. Harrington, MIIM, GPC, is a seasoned grant professional with more than 20 years of non-profit development and grant writing experience. She founded MJH Grants, LLC in 2015 with a mission to help the non-profit sector become more sustainable through grant funding. Maura is Grant Professional Certified (GPC), by the Grant Professionals Certification Institute and an active member of the Grant Professionals Association. She teaches grant writing in the community through Newton and Arlington Community Education and she mentors new grant professionals in her company and in the GPA. Maura is an open water swimmer in her spare time.

## Getting Started with Racial Affinity Groups

Affinity groups can be a powerful component to advancing racial justice in your organization. They provide space for the reflection, learning, and relationship-building that are necessary for transformative change. In this workshop we will discuss what racial affinity groups are, how they function, and various considerations for how to structure white and BIPOC affinity groups. We will share experiences from our own work as affinity group facilitators, and answer participants' questions about how to get started with affinity groups in their own organizations.

*Presented by: Simone John and Maureen White, Interaction Institute for Social Change*



Simone John (she/her) is a seasoned equity consultant with deep roots in Boston, MA. Prior to joining IISC, Simone was TSNE's Senior Director of Organizational Development.

Simone spent five years at Trinity Boston Connects as the Associate Director of Organizational Equity Practice (OEP), a program that provides consulting, coaching, and facilitation for nonprofits striving to become racially equitable institutions. Simone has developed and trained curricula on topics including creating trauma inclusive organizational

cultures, group facilitation with a racial equity lens, caucusing 101, and dismantling white supremacy culture in organizations, all scaffolded by three design principles: systems-thinking, relationship building, and trust. Outside work, Simone is a poet and interdisciplinary artist. Through documentary poetry, installations, images, and archival audio projects, her work surfaces and distills narratives that nourish and sustain Black folks.

Maureen White is consultant, coach, and facilitator based in Boston. For over twenty years she has worked with and for nonprofits, campaigns, community groups, and social movements. She helps nonprofit teams gain clarity about where they are and where they want to go, and facilitates the development of strategies to get there. She also has a long-term commitment to racial justice and to helping groups to see their work through an equity lens. Maureen holds

a B.A. in Urban Studies and Public Policy from Boston University, and is an affiliate consultant at the Interaction Institute for Social Change.





### **Reimagine. Resist. Restore: Youth-Led Pathways to Equity in Nonprofit Work**

In an era of political division, voter suppression, climate crisis, and racial injustice, youth especially Black, Latine, Indigenous, and other youth of color are leading bold efforts to reclaim democracy and imagine just futures. This interactive session by Chica Project will equip nonprofit professionals with tools to embed racial justice into their missions, programming, and internal culture. Using Chica Project's youth-centered model, attendees will explore real-life examples of civic organizing, healing justice, policy advocacy, and creative tech such as youth mapping their neighborhoods' assets, advocating for equitable school policies, or using digital media to amplify underrepresented voices.

Participants will take part in visioning exercises, storytelling circles, organizational self-assessments, and small group problem-solving to surface racial equity gaps and co-create actionable solutions. We'll introduce frameworks to shift from performative statements to concrete action, offering templates for equity audits, sample youth-led program models, and racial justice accountability tools. This space will be reflective and action-oriented, welcoming all levels of experience. By centering the leadership and brilliance of young people of color, this workshop aims to help nonprofits resist systemic oppression and reimagine structures where equity, healing, and collective power are foundational. Together, we'll move from intention to transformation.

*Presented by: Zaida Ismatul Oliva, Desiree Ruiz Ramoz, and Corryn Barnes, Chica Project*



Bi-cultural, proud immigrant, first in family, English-language learner, dual citizen: these are just some of the things that make Chica Project's Executive Director Zaida Ismatul Oliva empathetic to the lives of the young Women of Color Chica Project serves. She holds a Bachelor's in Latin American & Iberian Studies from UMass Boston and a M.Ed from Florida Atlantic University. In addition to her work, Zaida also serves on the Chelsea Women's Commission and the Board of Trustees at the Margarita Muñiz Academy. Mother to 6-year-old Luna, her pride and joy and the primary inspiration behind the work she does today.

Desiree Ruiz Ramoz is a proud first-generation Guatemalan-American Latina dedicated to mental health awareness, self-care, and equity in education. She serves as the School and Community Program Manager at Chica Project,





leading youth programming that centers racial and gender equity. Desiree holds a Master of Education in Community Engagement from Merrimack College and is currently a Doctor of Education candidate in Educational Leadership. Her background includes crisis intervention, facilitation, and mentorship, with a deep commitment to culturally affirming, healing-centered spaces. Desiree's work is driven by her passion for social justice, youth empowerment, and transformative community partnerships.



Corryn Barnes is a vibrant leader and passionate strategist dedicated to driving impact through equity-centered work. As the Alumni Engagement and Data Impact Manager at Chica Project, Corryn leads initiatives that empower BIPOC youth, cultivate leadership pipelines, and bring data to life through powerful storytelling. Previously, Corryn worked with USAID programs, where she supported international development initiatives focused on human rights, governance, and civil society. With experience in project management and cross-cultural collaboration, she brings authenticity and heart to every space.

### **Securing Nonprofits: How to Effectively Implement Cybersecurity Solutions Within Your Organization**

This eye-opening session will be an engaging and inspiring discussion focused on the latest developments in Cybersecurity for Nonprofits.

The damaging effects of Cybersecurity attacks are no joke. Nonprofits, in particular, are vulnerable, as incidents - whether deliberate or accidental - can severely disrupt critical operations and expose sensitive staff and donor data, leading to high recovery costs and devastating consequences. Nonprofits of all sizes can and should take necessary actions to prevent cyber threats or attacks of any kind.

CTS' Principal Consultant and cybersecurity advisor, Jim Levine, will discuss current challenges nonprofits face and a 10-step blueprint for cybersecurity maturity, which nonprofits can use to take necessary steps to protect their donors and staff

*Presented by: Jim Levine, CTS*



Jim Levine is a cybersecurity and IT advisor specializing in helping mission-driven organizations strengthen their security posture, modernize infrastructure, and meet compliance requirements. As Principal Consultant at Charter Technology Solutions, Jim brings over 10 years of experience supporting nonprofits, schools, and financial firms. His work focuses on translating complex cybersecurity needs into actionable strategies that align with each client's mission, risk profile, and budget. Jim frequently consults with firms on topics ranging from cloud migration and MDR to vendor risk and insurance readiness, offering practical insight for organizations looking to build long-term resilience in an evolving threat landscape.

### **Storytelling That Sticks: Messaging Strategies to Win Donor Support**

Now more than ever, organizations need to find ways to stand out in order to attract and retain donors. Having a unique message and story helps to position your organization for maximum attention and donor engagement. In this workshop, we will discuss strategies for telling your organization's story in a clear and compelling manner, applicable to a variety of audiences. We will discuss messaging for grant proposals, fundraising appeals, and other communications. The workshop will look at strategies including the best ways to use data; sharing compelling stories that communicate impact while using asset-based framing; and how to state your organization's impact in a clear and compelling way. As the funding landscape becomes increasingly competitive, this workshop will give your organization strategies and tools for making your work stand out when communicating to donors.

*Presented by: Christine Guarino and Aria McElhenny, Health Resources in Action*



Christine Guarino is a mission-driven professional who has helped to build resources within nonprofit organizations for 20 years. As a Senior Consultant at Health Resources in Action, Christine supports clients in grant writing, prospect research, pipeline management, and development strategy. Christine also has experience in facilitating strategic plans for nonprofit organizations, and provides training to nonprofit professionals in grant seeking and proposal writing. Prior to her consulting work, Christine's experience includes development roles at Jewish Family & Children's

Service and Riverside Community Care; executive search at Lindauer Global; program management at Best Buddies Massachusetts; and teaching English in rural Namibia.

Aria McElhenny: As a Senior Consultant at HRiA, Aria helps nonprofits thrive through strategic fundraising, board development and proposal-writing. With 25+ years of leadership experience across the nonprofit sector, Aria is passionate about driving mission-focused growth and nurturing strong community partnerships. Prior to joining HRiA, Aria was Executive Director of the Gloucester Education Foundation, where she raised funds to support innovation in the Gloucester Public Schools. Aria holds a master's degree in education from Harvard University and a Chartered Advisor in Philanthropy from the American College of Financial Services.



### **The Art of Fiscal Storytelling: Communicating Impact Through Numbers**

Unlock the power of financial storytelling and discover how to convey your organization's impact and mission through clear, compelling numbers. This workshop explores techniques for transforming complex financial data into narratives that resonate with board members, donors, and community stakeholders. We'll explore simple visuals, meaningful metrics, and practical communication strategies to engage diverse audiences. Learn how to connect financial outcomes to program goals, highlight the success of initiatives, identify areas at risk, and maintain transparency throughout. By the end, you'll be equipped to articulate fiscal performance in a way that enables effective decision-making for your nonprofit.

*Presented by: Stephanie Vaz and Elizabeth Stasiowski, Insource Services, Inc.*



As a Finance Team Lead, Stephanie is passionate about providing financial leadership and support to her clients and helping them achieve their goals. In her role, she and her team of Managers, Senior Accountants, and Staff Accountants provide a range of accounting and financial management services. Dedicated to delivering excellent results in a timely manner, Stephanie applies the expertise gained through her work with nonprofits, foundations, and other businesses. Stephanie is a former Audit Manager and holds her CPA licensure.

As an Associate Finance Director and Team Lead, Elizabeth uses her extensive experience to keep clients on track financially, up-to-date with regulatory requirements and compliance issues and looking forward to create long-term financial stability. Elizabeth is experienced in addressing boards of directors and making financial data accessible to a variety of stakeholders and decision-makers. Her background includes a strong understanding of grant management, Government Auditing Standards, OMB Circular A-133 compliance and UFR preparation; and she has developed budgeting and tracking tools and templates.



### **The DAF Deluge: Strategies to Ride the Donor-Advised Fund Wave**

In 2023, donor-advised fund (DAF) grants totaled \$54.77B. Even though there are no minimum distribution requirements, approximately 20% of DAF assets are granted annually. It is not possible to press a button and see a master list of donors with DAFs. What is possible is to: 1) Encourage your donors who have DAFs to make DAF grants—which are significantly larger than non-DAF gifts (in 2024, “Candid insights” estimated 19 times higher!) and 2) Educate your donor base as to why they might want to consider a DAF.

*Presented by: Diane Remin, MajorDonors.com*



Diane G. Remin, the Founder and President of MajorDonors.com, was named a top 25 fundraising consultant by Philanthropy Media in 2016. An acclaimed workshop presenter, she founded MajorDonors.com fifteen years ago to help small-to-mid-sized organizations with limited resources boost their revenues, with an eye toward major gifts. The company helps nonprofits launch major gift programs and provides capital campaign counsel. A graduate of Carnegie Mellon University with an MBA from Boston University, Diane serves on the Board of

Boston Area Gleaners and is a member of the Association of Fundraising Professionals and the Planned Giving Group of New England.

### **The Glue Factor: How to Keep Your Nonprofit Team Intact in Volatile Times**

Nonprofit organizations face unique challenges in attracting and retaining top talent, often competing with the private sector's higher salaries and broader resources. In the current funding environment where many nonprofits are facing new budget constraints and unprecedented uncertainty, this may be even more challenging. This workshop will focus on why people stay in nonprofits and how to create "stickiness" through culture, flexibility, and mission alignment. We will explore practical strategies to improve employee retention, reduce burnout, and build a resilient organizational culture during trying times. Participants will examine the root causes of turnover in the nonprofit sector and learn how to implement retention practices that are both cost-effective and values-driven. Topics will include inclusive leadership, professional development, flexible work structures, and fostering a culture of transparency, recognition and purpose. Attendees will leave with actionable tools to strengthen their workforce and sustain their mission impact.



*Presented by: Randie Kutzen, Alyssa Harrington, and George-Henry Hastie, Community Resource Initiative (CRI)*



Randie Kutzen (she/her) is the Deputy Executive Director of Operations and Program Director at Community Resource Initiative (CRI). She leads the development, implementation, and evaluation of programs ensuring access to medications, health insurance, and essential services for individuals affected by HIV/AIDS, biomedical prevention, and tuberculosis in Massachusetts. With extensive experience in public health program management, Randie previously oversaw major public health initiatives at a large urban medical center, advancing equitable healthcare access and outcomes for underserved populations. She brings expertise in program design, quality improvement, compliance, and outcome reporting, with a commitment to advancing health equity.

Alyssa Harrington (she/her) is Deputy Operations Director for the Infectious Diseases Drug Assistance Programs (IDDAP) at Community Resource Initiative (CRI), where she oversees daily operations, data management systems, and vendor contracts for Massachusetts' HIV/AIDS, Biomedical Prevention, and Tuberculosis Drug Assistance Programs. Alyssa leads data analysis and reporting to funders, ensuring program accountability and effectiveness. Before joining CRI, she consulted for state health departments, managing complex data projects to support public health initiatives.



George-Henry Hastie, MPH (he/him) is Senior Manager BRIDGE/IDDAP; Outreach, Training, and Quality Strategist at Community Resource Initiative (CRI). George-Henry manages a team of health insurance enrollment specialists and serves on the CRI management team with a special focus on training. Having served as a leader in HIV public health organizations for the past 25 years, George-Henry is passionate about mentoring and supporting staff in their professional and personal development and fostering people-centered work

environments based on mutual respect and teamwork, and understanding, celebrating, and harnessing difference.

**The Shifting Federal Landscape: How Nonprofit Organizations Can Effectively Navigate the Presidential Executive Orders, Federal Guidance, and Court Decisions of 2025**

Since January 2025, the current presidential administration has issued a dizzying array of Executive Orders and federal directives. It is essential for organizational leaders to stay current with a rapidly shifting regulatory and legal landscape. This workshop will provide up-to-date guidance and best practices on a variety of employment "hot topics" including diversity, equity, and inclusion ("DEI") initiatives, immigration and First Amendment issues.

*Presented by: Jill Meixel and Bettina Toner, Krokidas & Bluestein LLP*



Jill Meixel heads the Employment practice and co-heads the Litigation practice at Krokidas & Bluestein LLP. For two decades, she has advised clients, including a wide range of non-profit organizations, on employment and litigation matters. In her employment practice, she routinely advises employers on compliance matters and issues that frequently arise during the life cycle of employment. Jill provides guidance on a complex array of state and federal employment laws, Executive Orders and other federal guidance. She was named a 2023 Go-To Employer Lawyer by Massachusetts Lawyers Weekly and is consistently named as a Super Lawyer by Boston Magazine.

Bettina Toner is a partner in the Education and Employment practice groups at Krokidas & Bluestein LLP. Bettina advises public and private educational and nonprofit entities on a wide range of organizational and policy matters and complex employment law matters, including executive compensation and benefits, compliance, and litigation. She frequently appears before the Massachusetts Commission Against Discrimination, the Massachusetts Division of Administrative Law Appeals, including the Bureau of Special Education Appeals, and Massachusetts Contributory Retirement Appeal Board.



## 2025 MNN Conference Expert Roundtable Presenters

### Josh Bedarian, RCAP Solutions, Inc.



Josh began working at RCAP Solutions in 2020 after serving as the District Director for Chairwoman Jennifer Benson in the Massachusetts House of Representatives. Prior to serving as Chief Housing & Compliance Officer for RCAP Solutions, Josh served as the organization's Grants, Contracts, & Compliance Manager. In Josh's current role, he oversees RCAP's extensive housing programs, legislative activity, and acts as a liaison to our partners and funders.

Josh holds a B.A. in Public Policy and a B.A. in Sociology from the University at Albany, SUNY and an M.B.A. in Management from Fitchburg State University.

His Roundtable will focus on **When and How to Engage with Legislators.**

### Brittney Toth, Community Resource Initiative (CRI)



Brittney Toth is the Director of Communications and Development at Community Resource Initiative (CRI), where she oversees donor engagement and brand messaging, and fundraising strategies. Brittney brings knowledge of corporate sponsorships and foundation partnerships. Before coming to CRI, Brittney served as the Senior Development Manager at the American Cancer Society, navigating major shifts in donor engagement and volunteer management.

She will lead a Roundtable on **Building Trust and Donor Loyalty Through Authentic Storytelling and Integrated Communications.**

### Susu Wong, Tomo360



Susu is the Founder and Chief Connector of Tomo360, a PRF70 vendor and state-certified minority, women, and LGBTQ-owned business enterprise. She is a seasoned marketing professional with experience at high-profile companies across high-tech, healthcare, biotech, higher education, and startups. A former marketing adjunct professor at UMass Lowell, she frequently speaks on marketing and digital strategy. Susu also co-founded Women Accelerators, a nonprofit supporting women's career advancement. She holds an MBA from Lesley

University, certifications in digital marketing and website design, and is an avid outdoor enthusiast.

Her Roundtable topic will be **AI on a Mission: Ethical, Efficient Marketing Tools for Nonprofits.**

### **Julie Marston, Community Resource Initiative (CRI)**



Julie K. Marston, MPH, is Executive Director and co-founder of Community Research Initiative of New England, Inc. d/b/a Community Resource Initiative (CRI). With over 35 years of leadership in public health, she has directed strategic growth, fiscal oversight, and program development. Julie previously led Boston's first public AIDS program and held senior roles at the Boston Public Health Commission. A Smith College and Boston University graduate, she has worked with the UN and served on boards including GLAD. Her expertise spans

nonprofit sustainability, adaptive leadership, and mission-driven management, with a deep commitment to community-centered care and organizational resilience.

Her Roundtable will focus on **Practical Strategies for Leading Small to Mid-Sized Nonprofits Through Shifting Landscapes**

### **Kathleen Berney, Hirsch Roberts Weinstein LLP**



Kathleen A. Berney counsels clients on all aspects of the employment lifecycle and workplace issues. She partners with clients to develop pragmatic, solution-focused litigation strategies in matters involving discrimination, retaliation, wage and hour violations, and business disputes. Kathleen represents clients before courts and administrative agencies and advises on labor issues, including all stages of NLRB proceedings and collective bargaining. She conducts internal investigations and

defends clients in government and agency inquiries. Kathleen draws on her experience as in-house counsel and as a judicial law clerk for the Massachusetts Appeals Court to provide strategic, effective representation and advice.

### **Sarah Ruter, Hirsch Roberts Weinstein LLP**

Sarah Ruter provides employment law counsel to businesses and nonprofits of all sizes. She advises on hiring, handbooks, compensation, harassment, discrimination, leave policies,





performance management, and terminations. Her practice focuses exclusively on employment law and litigation. Sarah represents clients in matters involving discrimination, wrongful termination, wage and hour violations, and retaliation. She has experience in court, administrative hearings, mediations, and arbitrations, and regularly appears before federal and state enforcement agencies. Sarah's clients include employers, individuals, and tribal entities, and she is known for her practical guidance and strong advocacy across all stages of the employment relationship.

Their Roundtable topic is **Building a Culture of Clarity (with Kindness) in Nonprofits.**

#### **Sarah Biette, Center for Advancing Community**



Sarah Biette (they/she) is an experienced community outreach and education professional working for the Center for Advancing Community. They have taught more than 100 workshops to more than 3,000 participants on topics related to DEI, sexual health, reproductive justice, fat acceptance, and more. Sarah has presented their work at multiple conferences, including SXSW EDU, Collective Power for Reproductive Justice, and the Richard Macksey Research Symposium. Sarah takes a holistic approach in their partnership work, gaining both a deep understanding of the needs of the community and determining where these needs align with the goals and mission of CAC.

Sarah will lead a Roundtable on **The Role of Partnership and Community Support in the Advancement of Equity Initiatives.**

#### **Margo Kelly, Nonprofit Net**



Margo currently serves as Lead Coach for Nonprofit Net's Leadership Acceleration Program. Previously, she was Executive Coach and Lead Coach in the Achieving Excellence Program sponsored by NeighborWorks America and Harvard's Kennedy School. Margo was also the first Chief Operating Officer at NeighborWorks America, responsible for hiring, training and supervising more than 150 managers and staff.

Her Roundtable's focus will be on **Key Issues in Performance Management**

#### **Maegen McCaffrey, RCAP Solutions, Inc.**



Maegen McCaffrey is an innovative nonprofit executive and Vice President of Communications at RCAP Solutions, where she leads strategic initiatives that elevate brand identity and stakeholder engagement. With over two decades of experience in marketing,



communications, and leadership, Maegen has successfully driven organizational change, executed high-impact events, and led award-winning rebranding efforts. She is a dynamic team leader known for her creative thinking, adaptability, and forward-looking vision. A passionate advocate for community development, Maegen serves on multiple boards and committees, and was honored as a Worcester Business Journal "40 Under Forty" recipient.

She will present a Roundtable on the topic of **Communicating Change: Strategies for Leading Through Transition.**

#### **Windy Pham, Macy's, Inc.**



Windy Pham is a social impact leader dedicated to helping companies deepen their community engagement and build meaningful brands through purpose-driven initiatives.

She currently serves as the Social Impact Manager at Macy's, Inc., where she leads corporate giving and employee engagement strategies. Prior to Macy's, Windy held roles in corporate social responsibility at Cambridge Savings Bank and Encore Boston Harbor where she developed and implemented innovative community programs, forged nonprofit partnerships, and supported

local economic development.

Windy holds a B.S. in Health Care Management from Colby-Sawyer College and a M.S. in Project Management from Northeastern University.

Her Roundtable will be on **Corporate Sponsorship: How to Craft Value-Driven Sponsorship Packages.**

#### **Dana Benjamin-Allen, Back of the Napkin Consulting**



Dana Benjamin-Allen is a nationally recognized speaker, facilitator, and data strategist with nearly 20 years of experience in nonprofit leadership, evaluation, and organizational development. She helps teams turn data into a catalyst for clarity, alignment, and action. Known for her engaging, hands-on style, Dana designs sessions that blend fun with function and meet people where they are; whether they're frontline staff or senior leaders. Her workshops draw from real-world challenges and make strategy work feel doable, not daunting. Dana creates inclusive spaces where people discover through doing and walk away with tools to apply

right away.

Dana will lead a Roundtable discussion titled **Beyond the Black Box: Making Sense of Messy Data Systems in Nonprofit Work.**

### **Theresa Haenn, Corus International**



Theresa Haenn is a successful fundraiser, closing more than \$40,000,000 in gifts over 25 years following 14 years as a profitable small business owner raising annual revenue 300% under her leadership. She possesses deep experience in donor-centered philanthropy, board strategy and development, major gift fundraising and team leadership. Theresa has 25+ years in executive positions leading a staff of up to 25 people as a small business owner and nonprofit leader. This stage of my career is dedicated to major gift fundraising, board and volunteer development and coaching - all with the goal to make a difference through philanthropy.

Her Roundtable topic is **Major Giving: Why Donor Engagement is the Crucial First Step to Securing Transformational Gifts.**