



2026 MCN Conference Workshops and Expert Roundtables

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Workshops - Session I (10:20-11:20 AM)

AI, Cybersecurity, & Governance in 2026: A Survival Guide for Nonprofits

Artificial intelligence offers incredible opportunities for nonprofits to amplify their impact, from automating grant writing to streamlining donor engagement. In this interactive, 1-hour workshop, we'll explore the most exciting AI advancements and our top recommendations for how your organization can leverage them to save time and accelerate your mission. However, these same technologies have drastically altered the digital threat landscape. Cybercriminals are now using AI to launch sophisticated phishing and data scams against nonprofits. We will break down how AI has changed cybersecurity, giving you the unvarnished reality of modern risks without confusing tech jargon. The good news is that building resilience starts with smart governance, not a massive budget. You'll leave with actionable security tips and a concrete framework to safely navigate the future of AI.

Presented by: Jessica Peskay and Christian Breau, RoundTable Technology.



Jessica Peskay is a Solutions Consultant at RoundTable Technology, a Managed IT Services Provider specializing in nonprofits. RoundTable serves as the outsourced IT helpdesk for nonprofit organizations, delivering daily tech support along with long-term technology roadmapping and IT strategy. Jessica regularly presents webinars to RoundTable's national nonprofit audience that are known for their practical, nonprofit-centered approach that empowers organizational leaders to make informed, mission-aligned technology decisions. Drawing on years of experience, Jessica advises nonprofit leaders on strengthening their organization's cybersecurity resilience, aligning IT with organizational goals, and improving operational efficiency.

Beyond Burnout: What It Takes to Fund Nonprofit Well-Being

"Nonprofit leaders are frequently asked to sustain their organizations, staff, and communities while working within systems that chronically underfund their missions and overlook their well-being. Burnout is often treated as an individual challenge, but the conditions producing it are structural.

In 2026, Boston Women's Fund (BWF) released *Carrying the Weight, Leading the Change*, a research report examining the experiences of women and gender-expansive nonprofit leaders of color across Boston. The research documented persistent funding inequities, compensation gaps, and the personal toll of leading under-resourced organizations. It revealed that organizational sustainability and leadership well-being are enmeshed. In response, BWF launched a well-being grant pilot, providing each of its grassroots grantee partners with dedicated funding for the healing, recovery, and well-being of leaders and staff. This interactive workshop will explore what BWF learned from the research, how those findings informed the grant pilot, and how nonprofit leaders used flexible resources to strengthen individual and organizational sustainability. A BWF grantee partner will share a practitioner perspective on what meaningful support looks like beyond traditional capacity-building. Participants will learn how funders, boards, executives, and managers can move beyond performative conversations about burnout and begin embedding well-being into organizational strategy, budgeting, grantmaking, and workplace culture."

Presented by: Aditi Dholakia, Fatima Harvey, and TBD, Boston Women's Fund.



Aditi Dholakia is the Senior Director of Program & Strategy at Boston Women's Fund, where they lead the organization's grantmaking, leadership development, research, and community partnership strategies. They work closely with grassroots organizations and nonprofit leaders to advance participatory, trust-based approaches to philanthropy and to strengthen the conditions in which women and gender-expansive leaders of color can thrive. Aditi helped guide Boston Women's Fund's Carrying the Weight, Leading the Change research initiative and the development of its well-being grant pilot, which provides dedicated resources for the healing, recovery, and well-being of grantee partner leaders and staff.

Fatima Harvey is Vice President of Development at Boston Women's Fund, where she leads fundraising, philanthropic partnerships, and strategies to increase investment in women, girls, and gender-expansive communities. She brings experience across nonprofit development, corporate finance, and commercial strategy and works to connect research, storytelling, and resource mobilization. At Boston Women's Fund, Fatima helps translate evidence about philanthropic inequity into opportunities for funders, donors, and institutional partners to change how resources move. Her work focuses on building long-term partnerships that support both the impact of grassroots organizations and the sustainability of the leaders carrying the work.



Budgeting Through Change

This workshop is designed to help small- and mid-sized nonprofits build budgets that are flexible, resilient, and responsive to an ever-changing environment. When funding shifts, costs rise, or unexpected challenges arise, a strong budget can be more than a financial document—it can be a valuable tool for navigating uncertainty, making informed decisions, and staying focused on mission.

Whether your organization is navigating funding uncertainty, preparing for growth, or simply looking for a more proactive approach to financial planning, this workshop will provide practical strategies you can put to work right away. Participants will engage with foundational learning and real-world case studies, why budgets need to change, and how to create budgeting scenarios.

Presented by: Gregg Grenier, Massachusetts Budget and Policy Center.



Gregg is Vice President of Operations at Massachusetts Budget and Policy Center, where he oversees fundraising, finance, budgeting, human resources, communications, and organizational operations. With experience spanning nonprofits ranging from grassroots organizations to multi-million-dollar institutions, Gregg specializes in building sustainable financial and operational systems that strengthen mission impact. His background includes leadership in fundraising, program assessment, higher education, consulting, and board governance, as well as teaching undergraduate and graduate nonprofit management courses. Gregg holds degrees from Bentley University, Teachers College at Columbia University, and Framingham State University, and is a Certified Fund Raising Executive (CFRE) and Certified QuickBooks Online User.

Enhancing Storytelling for Successful Grant Wins

Enhancing Storytelling for Successful Grant Wins is an opportunity for Development professionals to focus on the story behind the data, discovering how to transform statistics into compelling stories that demonstrate the need and impact of funding. We will discuss key elements of successful storytelling, while outlining common pitfalls to avoid, all with the intent of increasing grant revenue during a time when institutional funding is unpredictable and more competitive.

Presented by: Maria Grande, Sociedad Latina.



For over ten years, Maria Grande has supported New England nonprofits build their organizational capacity, grow revenue, and engage donors and constituents through effective storytelling. Her career began as an AmeriCorps VISTA at Boston Cares and Sociedad Latina, implementing college and career readiness workshops for opportunity youth. Since then, she has held different Development positions at Sociedad Latina, becoming the Director of Development in 2019. She has a passion for storytelling, exploring creative writing through personal essays and fiction and completed a

Writer-in-Residence at Linden Place in Bristol, RI. She is the Board Treasurer at LitArts RI in Providence, RI.

LGBTQ+ Allyship in the Workplace

Strong allyship helps build safer, more inclusive workplaces for LGBTQ+ employees. This training gives participants the tools to support LGBTQ+ coworkers through everyday actions and company-wide practices. From using affirming language to speaking up in tough moments, we'll explore what effective allyship looks like in real time. We'll also look at policies and strategies that help businesses retain diverse talent and foster belonging across teams.

Presented by: Tate Duffy, Greater Boston PFLAG.



Tate Duffy is the Education and Training Program Manager at GBPFLAG, where he leads the organization's team of trainers and speakers and oversees the creation and delivery of educational program content. He also coordinates much of GBPFLAG's community outreach, building new partnerships rooted in the organization's mission. Tate's work centers on the principles of DEIJ and community education. In addition to his role at GBPFLAG, he holds a master's degree in DEIJ from Tufts University and works as a community activist, speaker, and advocate for the broader LGBTQIA+ community.

Right-Sizing Evaluation: Using Data to Learn, Adapt, and Inform Strategy

Many nonprofit leaders feel pressure to produce more data, more metrics, more reports—often without a clear sense of what's worth measuring or how findings can actually inform their own strategic decisions. This workshop steps back from that pressure to ask: How do we know what to measure, and how do we ensure evaluation findings feed back into organizational strategy, rather than just sitting in a report? We will review three approaches to evaluation and discuss how to right-size expectations based on a program's stage of development. We will also examine the tradeoffs of traditional, funder-driven planning tools that center the program (e.g., logic models) and introduce an alternative that starts evaluation planning with the aspirations of the people and communities benefiting from the program (the Story+Data Map). Using case studies drawn from our work with MA nonprofits, attendees will see these ideas applied to practice and leave with tools they can adapt to their own organization's capacity and strategic priorities.

Presented by: Min Ma, Data+Soul.



Min Ma is the Founder and Principal of Data+Soul Research, an evaluation and capacity-building firm serving nonprofits, foundations, and government agencies across MA and beyond. She delivers professional development workshops, keynote addresses, and training about data equity, designing right-sized evaluation, and data storytelling for learning and strategy—tailored to staff, organizational leaders, funders, and researchers across the social sector. Min draws from more than a decade of experience supporting organizations in designing and implementing culturally responsive evaluation practices.

She has presented related work at national conferences, including the American Evaluation Association, the American Public Health Association, and Culturally Responsive Evaluation and Assessment, and locally through the Greater Boston Evaluation Network and Boston Area Research Initiative. Read case studies and tools at www.dataplussoul.com.

Expert Roundtables - Session I (10:20-11:20 AM)

Nekia Clark, Ellie Fund.



Nekia joined Ellie Fund in 2022 as Director of Community Engagement & Outreach. In this role, she leads partnerships with community health centers and community-based organizations to increase breast cancer awareness and expand access to Ellie Fund's services. She also leads its BIPOC Support Group. Before joining Ellie Fund, Nekia spent 15 years in Human Resources, where she developed strong relationship-building, recruiting, and leadership skills. Nekia's connection to Ellie Fund's mission is deeply personal. She is a breast cancer survivor and former Ellie Fund patient who first became involved with the organization as a

volunteer after experiencing its impact firsthand.

Her Roundtable topic will be **Beyond Awareness: Building Community Connections That Transform Nonprofits.**

Oksana Kasatkina, Ukrainian Cultural Center of New England (UCCN).



Oksana Kasatkina brings 15+ years of experience across marketing and the nonprofit sector, including a decade managing editorial and communications teams at one of

Europe's largest media holding companies. A former board member and core team member at the Ukrainian Cultural Center of New England, Oksana is co-founder and managing editor of UA Chronicles, the only fully bilingual Ukrainian-English magazine in the United States. Since 2024, Oksana has built a volunteer editorial team and secured sponsor funding to sustain a publication now read in 18 states and five countries, with a copy archived at Harvard University's Ukrainian Research Institute.

Her Roundtable's focus will be on **Using storytelling and original media as an advocacy tool, not just a communications add-on.**

Randie Kutzen, Community Research Initiative (CRI).

Randie Kutzen serves as Interim Executive Director and IDDAP Program Director at Community Resource Initiative (CRI), a Massachusetts nonprofit providing public health programs and services statewide. She oversees organizational operations, strategic planning, finance, human resources, technology, and large-scale public health initiatives. Throughout her career, Randie has led organizations through periods of growth, funding uncertainty, organizational restructuring, and leadership transition. Her experience includes managing complex government contracts, implementing operational efficiencies, building collaborative partnerships, and leading change management efforts while maintaining mission focus and organizational stability.



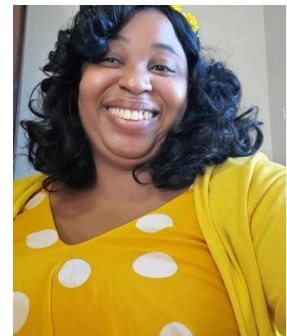
Her Roundtable's focus will be on **Creating resilient nonprofit operating models for an increasingly uncertain funding landscape.**

Zeyohannes Moges and Lumina Mathurin, Generational Vision, Inc.



Zeyohannes Moges is the President and CEO of Generational Vision, Inc., where he leads governance design, community rooted program development, and disciplined operational systems. His four years as Co Founder and Chairman of GATEC Mission, a Mass based nonprofit, shaped his governance approach and built the trust networks that later enabled Generational Vision's success. Through this work, he earned personal influence across the global diaspora and meaningful local recognition, strengthening the partnerships that support Generational Vision's mission. His experience

building locally anchored systems that expanded across multiple districts and supported vulnerable children through a zero travel, zero corruption model forms the foundation of the Nine Pillars governance framework.



Lumina Mathurin is a board member and Director of Public Relations with experience in nonprofit outreach, public engagement, and USA side communication. She focuses on strengthening communication systems, supporting clear and consistent messaging, and helping audiences understand the mission, impact, and disciplined structure of community rooted nonprofit work.

They will present a Roundtable on the topic of **connecting real nonprofit challenges with disciplined governance principles**.



Brianna Savage, YW Boston.

Brianna Aloisio Savage (she/her) is Director of Advocacy at YW Boston, where she leads strategy to advance gender and racial equity across Massachusetts through grassroots advocacy and public policy change. She brings over a decade of experience in nonprofit management, public affairs, political communication, and lobbying, with particular strength in coalition-building that drives systemic change. Brianna holds an MPA with a Certificate in Gender, Leadership, and Public Policy from UMass Boston, and a B.A. from Providence College. She currently serves as a member of

TOMORROW Women's Today, on the board of Mass NOW, and as a regional commissioner for MCSW.

Brianna will lead a Roundtable discussion titled **coalition building, alliance management, and stewarding relationships to impact change**.

Workshops - Session II (1:15-2:15 PM)

Beyond the Paycheck: How Nonprofits Compete (and Win) Top Talent

Nonprofits face a uniquely competitive hiring landscape that rivals corporate employers in talent while operating with tighter budgets and leaner teams. This workshop equips nonprofit professionals with practical, field-tested strategies for recruiting in a challenging labor market without overspending. Participants will learn how to lead with mission as a differentiator, communicate total compensation beyond salary, and build a candidate experience that converts interest into accepted offers. We'll explore low-cost sourcing channels that consistently yield mission-aligned candidates, including sector-specific job boards, volunteer-to-staff pipelines, internship programs, and community partnerships, and discuss how to structure your process so you don't lose strong candidates to a slower timeline. Drawing on real examples from Massachusetts nonprofits, this session will offer attendees immediately applicable strategies for their next open role. Participants will leave with a sourcing channel guide, a total compensation framing worksheet, a candidate experience checklist, and a practical recruiting toolkit they can put to work right away. No prior HR experience is required; this session is designed for anyone at a nonprofit involved in hiring.

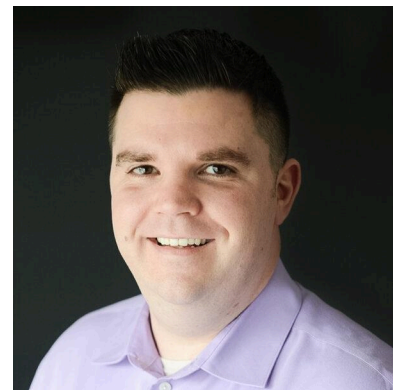
Presented by: Shavon Andrews and Tom Yannonne, Insource Services, Inc.



Shavon is an energetic, dependable leader on the HR team who uses her 20+ years of experience in Human Resources to help Insource's clients achieve further success. Known for her action-oriented determination to build respectful relationships, Shavon supports clients with their HR management needs. This includes policy development, staffing, HR compliance, performance management, employee relations, benefits program design and administration, and compensation. She is a frequent trainer and facilitator, primarily focused on diversity, equity, and inclusion. Shavon has a Bachelor of Biological Science from

the University of Pittsburgh.

Tom is an experienced recruiter with a keen eye for talent and a knack for putting job seekers at ease. He recruits top-tier candidates for permanent, temporary, and contract positions across industries, including financial services and health care. As our senior internal recruiter, Tom plays a key role in attracting and hiring top talent for the Insource team. With 15 years of recruiting experience, Tom has successfully placed project managers, web developers, QA testers, financial analysts, and more across IT, Finance, and HR – using both traditional and creative search methods. Tom holds a B.S. in Marketing from UMass Dartmouth.



Build Your Advocacy Fire

"Don't go it alone. In this workshop, nonprofit professionals will collaborate to build tactics and strategies to cultivate political power within organizations and across the nonprofit sector. This interactive workshop session is a space to connect with other nonprofits committed to advocacy and collective action. Together, we'll explore how to build coalitions and sustain our work in challenging times, and be effective lobbyists, fundraisers, and service providers.

Facilitator Dr. Matthew J. Camp of Campfire Strategies brings more than 20 years of supporting nonprofits in developing their advocacy skills. Drawing from experience in government, higher education, and community building, Matt will guide workshop participants through the principles of mindful advocacy, using the campfire building process as a metaphor for coalition building and sustenance."

Presented by: Matthew Camp, Campfire Strategies.



Matt is founder of Campfire Strategies, supporting nonprofits in their government relations, advocacy, and community building work.

Matt was Vice President at the Commission on Independent Colleges & Universities in New York. Prior to that, he was founding Director of Government Relations & Community Engagement at Teachers College, Columbia University. He did government relations work for Princeton University and worked for two U.S. Senators.

Matt holds a Ph.D. in Politics & Education from Columbia University, a MPP from Rutgers University, and a B.A. with distinction from the University of Delaware. He is based in Massachusetts.

From RFP to Final Review: A Human-Led AI Workflow for Stronger Grant Proposals

Artificial intelligence can help nonprofit professionals analyze requirements, organize complex information, and review drafts, but strong grant proposals still depend on human judgment, organizational knowledge, and accurate evidence. This interactive workshop introduces a practical, human-led workflow for using AI from the initial review of a request for proposals through final quality control. Rather than asking AI to write an application, participants will learn to use it as a planning, analysis, and review tool. Using an anonymized grant example, the presenter will demonstrate how to map requirements and scoring criteria, build a response outline, compare a draft with funder expectations, and identify missing or unsupported information. Participants will evaluate AI-generated feedback, identify its limitations, and refine the instructions used to produce a more useful review. The session will also address privacy, verification, organizational voice, and the decisions that must remain with people. Participants will leave with a repeatable five-step workflow, adaptable prompts, and practical review tools they can apply to their next grant opportunity.

Presented by: Shannon Lee, Walker Therapeutic & Educational Programs.

Shannon Lee, Ed.M., LCSW, is Senior Vice President of Communications & Strategic Initiatives at Walker Therapeutic & Educational Programs, where she leads strategic communications and organizational initiatives and supports grant development, procurement, and business planning. With more than



20 years of nonprofit leadership experience, she has developed proposals for public and private funders and led cross-functional work involving strategy, policy, operations, and stakeholder engagement. Shannon also teaches Management of Organizations Serving Children, Youth, and Families at Boston College School of Social Work. Her work includes developing responsible approaches to using AI in nonprofit planning, communications, fundraising, and organizational decision-making.

Modernizing Mission Delivery: Lessons Learned from Major Nonprofit Data System Transitions

Major technology and data system transitions are among the most challenging projects nonprofit organizations undertake. Whether replacing a legacy database, automating manual functions, transitioning to a new funder-mandated platform, changing vendors, or integrating AI-enabled tools, leaders must balance operational continuity, stakeholder expectations, data integrity, staff training, and project timelines. This workshop will share practical lessons learned from multiple large-scale data and technology transitions within a publicly funded nonprofit environment. Presenters will discuss what worked, what failed, and the strategies that led to successful implementations across organizational systems, data platforms, vendor transitions, and complex operational workflows. Particular focus will be placed on the critical roles of testing, change management, stakeholder engagement, communication planning, training, and project governance. Participants will explore real-world examples demonstrating how inadequate testing and unrealistic timelines can create significant operational disruption and how comprehensive testing and structured implementation planning can dramatically improve outcomes. Attendees will leave with practical tools they can use to plan and manage technology transitions within their own organizations.

Presented by: Alyssa Harrington, Hellen Gikaria, and Anne Hills, Community Resource Initiative (CRI).



Alyssa Harrington serves as Director of Data and Analytics at Community Resource Initiative (CRI), where she leads enterprise data strategy, analytics, reporting, and technology modernization initiatives supporting statewide public health programs. She has extensive experience managing complex data systems, leading large-scale technology implementations, developing reporting infrastructures, and translating operational needs into sustainable technical solutions. Alyssa specializes in data governance, system optimization, and change management, helping organizations improve decision-making and service delivery through strategic use of technology and systems.

Hellen Gikaria is a Senior Manager and Operations professional at Community Resource Initiative (CRI) with extensive experience supporting and implementing complex technology systems in public health environments. Her expertise includes user acceptance testing, system implementation, workflow design, quality assurance, and operational support. Hellen has played a critical role in multiple major technology transitions, helping organizations identify risks, developing testing methodologies, and improving adoption strategies. She is particularly passionate about ensuring technology solutions meet real-world operational needs and deliver meaningful improvements for staff and stakeholders.



Anne Hills is a Senior Software Developer at Community Resource Initiative (CRI), where she oversees organizational technology infrastructure, information security, systems strategy, and technology modernization initiatives. She has extensive experience managing enterprise technology projects, vendor relationships, system implementations, and organizational change efforts. Anne has led numerous large-scale technology transitions and is recognized for her ability to balance strategic vision with operational execution. Her work focuses on building resilient technology environments that support organizational growth, improve efficiency, and enhance service delivery within complex nonprofit and public health settings.

Preparing for What Comes Next: A Practical Scenario Planning Toolkit for Nonprofit Leaders

Nonprofit leaders are navigating an increasingly complex environment marked by funding uncertainty, changing government priorities, workforce challenges, and growing community needs. In times like these, strategic planning requires more than predicting what will happen next, it requires preparing for multiple possible futures. Scenario planning offers a practical approach for organizations seeking to make informed decisions amid uncertainty. This session will introduce a straightforward framework for scenario planning that nonprofit leaders can use to strengthen organizational resilience and improve decision-making. Participants will explore how nonprofits can identify key uncertainties, consider potential organizational impacts, and prepare for a range of possible outcomes related to funding, staffing, programs, partnerships, and growth. Through real-world examples and facilitated discussion, attendees will gain insight into how scenario planning can support strategic conversations with leadership teams and boards. Participants will leave with practical tools, guiding questions, and resources to help begin scenario-planning discussions within their own organizations.

Presented by: Brian Kellaway and Sarah Champnois, Nonprofit Finance Fund.



As Senior Director on the Consulting Services team at Nonprofit Finance Fund (NFF), Brian (he/him) leads with vision, energy, and a deep commitment to social change. He drives dynamic consulting efforts that help nonprofits and philanthropies unlock their full potential—leading everything from one-on-one engagements to large-scale, multi-organization initiatives. Brian brings a strategic, creative approach to financial consulting, helping mission-driven organizations to strengthen their impact, sustainability, and long-term success. A trusted thought partner to leaders across the sector, he thrives at the intersection of purpose and performance.



Sarah (she/her) is a management professional with 25+ years of experience in arts administration, finance, community engagement, strategic planning, and development. Since joining NFF in 2021, she has supported organizations nationwide, with a focus on helping small and emerging nonprofits strengthen financial planning and systems. She serves on NFF's full cost workgroup and helps expand its impact in Massachusetts and through funder learning initiatives. Previously, she co-founded and led Boston's Company One Theatre (1998-2019). Sarah holds an MPA in nonprofit management from Suffolk University and a BA from Clark University.

The Culture We Create: How Everyday Relationships Shape Equity, Inclusion, and Belonging

Organizational culture is not built through mission statements alone. It is created through the everyday relationships, interactions, and decisions that shape how people experience work. These moments quietly communicate who belongs, whose voices matter, and how people are expected to care for one another.

This workshop explores how organizations can intentionally weave diversity, equity, inclusion, and belonging into the everyday practices that define organizational life. Using Abby's House as a case study, participants will examine how relationship-centered leadership, shared accountability, communication, and daily workplace interactions can foster cultures where every employee contributes to creating an environment of trust, belonging, and inclusion.

This session invites participants to view familiar workplace moments through a different lens. Attendees will leave with practical strategies for strengthening relationships, aligning everyday behaviors with organizational values, and creating cultures where equity is centered not only through policy, but through the way people work together every day.

Presented by: Julie Orozco, Abby's House.

Julie Orozco is the Executive Director of Abby's House, a nonprofit organization dedicated to providing safe housing, advocacy, and supportive services for women and children experiencing homelessness, poverty, and intimate partner violence. She is a licensed independent clinical social worker and organizational leader with expertise in trauma-informed leadership, organizational culture, cultural humility, and employee engagement. Julie is passionate about helping organizations intentionally cultivate workplace cultures where equity, inclusion, and belonging are reflected in everyday relationships. Her work bridges clinical practice and nonprofit leadership, translating organizational values into practical strategies that strengthen both people and mission. Employee engagement and mission impact.



Expert Roundtables - Session II (1:15-2:15 PM)

Závon Billups, Shine Light Strategies.



Závon Billups, J.D., was born and raised in Bridgeport, Connecticut, a community where resilience is inherited. That grounding has shaped a career across public service, education, law, and organizational strategy. He is the Founder of Shine Light Strategies, where he helps leaders align mind, body, and spirit to achieve practical organizational objectives. Previously, Závon served as Executive Director of the Massachusetts Black and Latino Legislative Caucus and began his career as a nationally recognized civics educator. Across his work, he is known for meeting people where they are and helping them move with greater clarity, purpose, and connection.

His Roundtable will focus on **how nonprofit leaders can build genuine buy-in across differences in role, power, identity, experience, and perspective.**

Regina Cialone, Independent Advisor.



Regina Cialone is a nonprofit strategist, fundraising executive, and leadership coach with more than 25 years of experience helping

organizations strengthen philanthropy through effective leadership, engaged boards, and practical strategy. She has led advancement initiatives ranging from annual giving to comprehensive campaigns, served as an interim executive, and advised nonprofits of all sizes through periods of growth and change. Regina is known for translating complex organizational challenges into practical, actionable strategies that strengthen fundraising, build leadership capacity, and foster meaningful partnerships between boards and staff.

She will lead a Roundtable on **how to build a board that becomes a true partner in advancing your mission.**

Angela Crocker, The Parmenter Foundation.



Angela Crocker is Executive Director of The Parmenter Foundation (TPF), a nonprofit that envisions a compassionate community that supports one another through end-of-life, grief, and loss. Joining TPF in 2014 and rising to executive director in 2020, Crocker manages dynamic programming, community partnerships, board stewardship, grant administration, strategic planning, and donor relations. Prior to joining TPF, she practiced law in Portland, Maine. Crocker is a graduate of the University of Southern Maine and American University Washington College of Law.

Her roundtable topic is **How to successfully find and foster partnerships.**

Christine Guarino, Health Resources in Action.



Christine Guarino has over 20 years of experience building resources within nonprofit organizations. 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.

Her Roundtable will focus on **Grant seeking in the current fundraising climate.**

Susan Shaw, William's Be Yourself Challenge.

Susie Shaw is the founder and Executive Director of William's Be Yourself Challenge, a nonprofit dedicated to supporting grieving children, families, and communities. After the sudden death of her nine-year-old son, William, she transformed her family's tragedy into a



mission of hope, connection, and action. Today, she leads the development of The Green House, a first-of-its-kind respite home for grieving families, while speaking nationally on leadership, vulnerability, resilience, and authentic storytelling. Through her writing, social media platform Bereavement Mom, and keynote presentations, Susie inspires audiences to lead with courage, build meaningful community, and discover purpose through life's hardest moments.

Her Roundtable topic is **Building Trust Through Authentic Storytelling**.

Workshops - Session III (2:30-3:30 PM)

Building Capacity Without Breaking Your Budget - Practical Strategies to Strengthen Your Nonprofit Team

Nonprofit leaders are being asked to accomplish more than ever while navigating staffing shortages, limited budgets, and increasing employee burnout. Yet many organizations continue to think about workforce growth as an all-or-nothing decision, either add a full-time employee or continue stretching existing staff. This interactive workshop introduces practical workforce strategies that help nonprofits build organizational capacity without significantly increasing overhead. Participants will explore when different workforce models, including full-time, part-time, fractional, project-based, and contract staffing, can best support mission delivery, improve operational effectiveness, and reduce burnout. Using current nonprofit workforce trends, practical exercises, and real-world examples, attendees will learn how to recognize when their organization has reached a capacity tipping point, identify where additional support would create the greatest impact, and evaluate workforce options that align with their mission and budget.

Presented by: Nicole Gracey and Stephanie Ranno, FlexProfessionals.



Nicole Gracey is Manager of Client Sales & Services at FlexProfessionals, a women owned staffing and recruiting firm that has helped organizations build flexible, high performing teams since 2010. She partners with nonprofits, educational institutions, healthcare organizations, and mission driven businesses throughout Massachusetts to develop workforce strategies that maximize organizational capacity while balancing financial realities. Prior to FlexProfessionals, Nicole spent nearly two decades in technology and professional services sales leadership with Dun & Bradstreet, ZoomInfo, and Seismic. She is passionate about helping organizations rethink traditional hiring models, strengthen their teams, and connect experienced professionals with meaningful work.

Stephanie Ranno is Director of Growth at FlexProfessionals and brings more than 20 years of experience in staffing and recruiting, helping organizations build high performing teams through flexible workforce strategies. She has partnered with clients across financial services, nonprofits, associations, government consulting, and architecture, engineering, and construction to connect them with exceptional talent. Stephanie works with FlexProfessionals' Boston and Washington, DC teams to expand access to experienced professionals in accounting, finance, HR, administration, operations, and marketing. A frequent speaker and writer, she shares insights on workforce trends, talent acquisition, neurodiversity, and creating more inclusive workplaces.



Bulletproof Boards: Governance Best Practices in Executive Compensation, Performance Evaluations, and Succession Planning

When executive compensation, CEO evaluation, or executive succession decisions arrive, boards often discover whether their governance systems are truly ready—or mostly reactive. This practical session draws on decades of experience and focuses on the core commitments boards need in place before the next leadership inflection point. Participants will explore three governance commitments: executive compensation processes, regular CEO performance management, and maintaining both emergency and long-term executive succession plans. This session offers board-ready reflection questions and examples that will help attendees assess where they are strong, where they are vulnerable, and what to prioritize next. Attendees will leave with a clearer sense of how to move from reactive to prepared across these three domains of board governance.

Presented by: Carrie Alexander, Allison Wyatt, and Kira Hamilton, Edgility Talent Partners.



Carrie Alexander is a Partner at Edgility Talent Partners with deep experience helping mission-driven organizations strengthen talent strategy and organizational effectiveness. Carrie oversees the Board Advisory, Performance Management, and Talent Planning practices at the firm, where she partners closely with nonprofit leaders and their boards to help them assess and retain their leadership and teams. She is known for bringing a thoughtful, partnership-driven approach to consulting that is always

grounded in candor, inclusivity, and equity. Carrie holds an EdM from Harvard University and a BA from the University of Pennsylvania, and she also serves on several boards. Additionally, she is a certified nonprofit board governance consultant through BoardSource.

Jennifer Sheridan is a Senior Consultant at Edgility Talent Partners, where she brings experience across the nonprofit, employee benefits, and health insurance sectors. Jennifer helps organizations navigate complex challenges, address organizational dynamics, and translate mission into measurable impact. Jennifer started her career at TDC, a Boston-based nonprofit consultancy, where she partnered on strategic planning with clients across the education, arts and culture, and religious sectors. Jennifer holds a Bachelor's degree in Public Policy and Law and Education Studies from Trinity College.



Kira Hamilton (they/them) is a Consultant at Edgility Talent Partners, where they partner with mission-driven organizations to align talent practices and compensation programs with their institutional values and commitment to equity. Kira approaches complex organizational challenges with warmth, openness, and a passion for creating tangible, practical, people-centered impact for their clients. Before joining Edgility, Kira spent five years as a Senior Search Coordinator at Isaacson, Miller, where they supported dozens of executive searches across the nonprofit sector. Kira holds a bachelor's degree in American Studies, with a minor in Economics, from Wellesley College.

Collaborative Partnership: How Direct Service and Public Policy Non-Profits Can Accelerate Impact by Working Together

Direct service and public policy organizations too often operate in silos, limiting their collective power to protect vulnerable populations. This session shares a proven strategy for breaking down divides through a collaborative partnership model – one that turns the lived experience of direct service work into systemic policy change, while mobilizing volunteers as a force multiplier for advocacy. The panelists will share the story of their two-year pilot project, which successfully advocated for millions of dollars in Massachusetts state funding for immigrant resettlement – built directly from insights gathered through direct service work. They'll discuss how that early success is now being extended to workforce training, senior health care, and other areas of mission overlap. The panel will also cover how they're expanding volunteer capacity – training direct service volunteers to engage with legislators, and giving policy volunteers hands-on service experience – creating a two-way pipeline of engaged, informed advocates."

Presented by: Cindy Rowe and Lino Covarrubias, Jewish Family Service of MetroWest.



Cindy Rowe is President and CEO of the Jewish Alliance for Law and Social Action (JALSA), which pursues social, economic, environmental, and racial justice. She has led efforts to secure earned sick time and paid family and medical leave, a \$15 minimum wage for Massachusetts workers, driver's licenses for immigrants, transgender rights protections, and the state's strong gun violence prevention laws. She holds an undergraduate degree from Harvard College in Government and English and a J.D. from Boston College Law School.

Lino Covarrubias is CEO of Jewish Family Service of MetroWest, a community-based social impact nonprofit serving over 8,000 individuals and families, including vulnerable children, immigrant families, and older adults. A first-generation Mexican Indigenous American born in California, Lino worked alongside his parents in seasonal agriculture. He served 22 years in the U.S. Navy, is a graduate of the U.S. Naval Academy, and holds an MS in Civil Engineering (Environmental concentration) and an MBA.



Crisis Communications 101 for Nonprofits: Preparing Before the Storm

The question isn't if a crisis will happen—it's when. Whether it's a funding disruption, leadership transition, cybersecurity incident, public controversy, or the rapidly shifting political landscape, nonprofits today face an increasingly complex and volatile operating environment "" and effective communications are critical to navigating crises successfully. The strongest response begins long before a crisis makes headlines. This practical workshop equips nonprofit leaders and communicators with the tools to prepare for the unexpected. Participants will learn how to identify and assess potential risks, build a crisis communications framework, balance key audiences, and develop a clear response plan that can be activated when time and clarity matter most. We'll explore how to define roles and responsibilities across leadership, communications, and staff so everyone knows who does what when a crisis unfolds. Through real-world examples and actionable guidance, attendees will leave with a foundational approach to crisis readiness that strengthens organizational resilience and protects trust with staff, funders, partners, and the communities they serve. Rather than reacting under pressure,

participants will gain the confidence to respond strategically, communicate transparently, and lead effectively when it matters most.

Presented by: Chiara Wegener, TSNE, and Harry Shipps, 90West.



Chiara Wegener serves as the Director of Communications & Marketing at TSNE, with fifteen years experience working in communications in the nonprofit sector. Previously, Chiara served as Managing Director of Communications at FullScale (formerly the Aurora Institute), a national education nonprofit working to reshape K-12 systems. Prior to that, Chiara served as the Chief Communications Officer at the Nellie Mae Education Foundation, New England's largest philanthropic organization focused exclusively on public education. Chiara's work has helped

many nonprofits prepare for and navigate reputational crises, emerging stronger and more resilient on the other side.

Harry Shipps is a Senior Vice President at 90 West where, for nearly a decade, he has provided communications and research support to nonprofit organizations and political candidates at the local, state, and Federal level. Before joining 90 West, Harry worked at Penn Hill Group, a leading bipartisan lobbying and consulting firm in Washington, D.C., specializing in education and workforce issues, and he was the Policy and Research Director for Attorney General Martha Coakley's 2014 campaign for Governor of Massachusetts. He holds a bachelor's degree in political science from Brandeis University.



How to Find the Right Funders for Your Small Nonprofit

How to Find the Right Funders is a practical workshop designed to help nonprofit leaders take a more focused, strategic approach to foundation prospect research. Too often, organizations spend hours chasing long lists of possible funders without a clear method for identifying which opportunities are actually worth their time. This workshop offers a more efficient path. Participants will learn how to clarify their organization's funding priorities, identify comparable organizations, generate a strong initial prospect list, and evaluate funders for fit based on mission, geography, funding history, and application process. The session is especially useful for small and mid-sized nonprofits that want to strengthen their grants work without investing in

expensive databases or overly complicated research systems. Rather than emphasizing volume, this workshop helps organizations focus on building a shorter, stronger list of well-aligned prospects they can use right away. Participants will leave with a practical framework for prospect research, clearer criteria for decision-making, and concrete next steps for building a more effective foundation fundraising strategy. This session is ideal for executive directors, development staff, program leaders, and other nonprofit professionals who are responsible for grants work and want a more realistic, usable approach to finding the right funders."

Presented by: Sonya Page, Page Consulting LLC.



Sonya Page is the founder of Page Consulting Group, a boutique consulting firm that helps nonprofits build stronger, more strategic foundation fundraising programs. Over the past 10 years, she has worked with more than 60 nonprofit organizations to improve prospect research, strengthen their case for support, and build more sustainable grants strategies. A former foundation fundraising professional at Catholic Charities, Greater Boston Food Bank, and Massachusetts General Hospital, she now leads practical workshops for nonprofit leaders on grants strategy, funder research, and fundraising systems.

Keeping Equity Work Alive: Rebuilding a Racial Justice Committee in Uncertain Times

As organizations navigate shifting political, legal, and cultural pressures related to diversity, equity, and inclusion, many are asking what it looks like to continue racial equity work. When designed with a clear purpose, connected to organizational priorities, and supported with adequate resources, DEI committees, racial justice teams, affinity groups, and employee resource groups (ERGs) can play an important role in sustaining this work. In this session, YW Boston and Literations will share a case study of our partnership to redevelop Literations' racial justice and equity committee. Through a robust organizational assessment process and full-staff Dialogues series, we surfaced shared priorities, clarified values and commitments, and identified the structures needed to move from ideation to action. Participants will learn about the process, tensions, and decision points that shaped this work, then engage with critical questions to guide their own thinking about how similar structures can support racial equity, inclusion, and organizational strategy in their own contexts.

Presented by: Eric Nguyen, YW Boston, and Leah Hoang, Literations.



Eric Nguyen is Senior Director of Consulting and Training at YW Boston, where he brings an innovative approach to organizational assessment and strategy, leadership development and coaching, and trainings that help organizations achieve their diversity, equity, and inclusion goals. He possesses extensive experience leading learning and development initiatives, building inclusive cultures, and guiding human-centered and data-informed change processes. Prior to YW Boston, Eric advanced academic opportunities for first-generation

low-income students of color in both secondary and higher education. He contributes to his local community through various leadership roles, including recent service on the Natick Community Organic Farm's board.

Over a 13-year career with Literations, Leah Hoang advanced from an AmeriCorps VISTA position to an executive leadership role within the organization. As an alum of the INP Core Certificate Program, Leah directly applies its frameworks to shape her people-first leadership and inclusive HR systems.

Today, she leverages this training alongside her ground-up operational insight to build inclusive cultures and optimize workplace practices. Her journey reflects a lasting commitment to the mission and a proven track record of transforming grassroots experience into scalable organizational impact.



Expert Roundtables - Session III (2:30-3:30 PM)

Luba Feigenberg, Reframe Evaluation.



Luba Falk Feigenberg, Ed.D., is a psychologist, researcher, and educator who is dedicated to supporting the people and organizations working for social change. As the founder and lead researcher of Reframe Evaluation, Luba helps mission-driven organizations use inquiry and dialogue as tools for reflection, learning, and growth. She brings more than 20 years experience as a researcher, internal evaluator, program director, and project manager across the education and nonprofit sectors. Luba specializes in designing evaluation strategy, creating feasible

evaluation plans, and embedding evaluation into daily operations, service delivery, and organizational culture.

Her Roundtable will focus on **Building an Evaluation Practice Without an Evaluation Team.**

Jackney Joseph, Boston Debate League.



Jackney Joseph is the Managing Director of External Affairs at Boston Debate League, where she leverages strategic storytelling to boost visibility, drive fundraising, and cultivate partnerships that empower the next generation through debate. Her career spans city government, education, and nonprofits, including service under Mayor Thomas M. Menino and Congresswoman Ayanna Pressley, and policy leadership at the Massachusetts Business Alliance for Education. She holds an MPA from Northeastern University, a BA from Bryn Mawr College, and is an alum of the Institute for Nonprofit Practice. Jackney leverages her cross-sector and lived experiences

to unlock opportunities for young people.

Jackney will lead a Roundtable on **Unlocking Capacity: Building a High-Impact Marketing & Communications Engine from Within.**

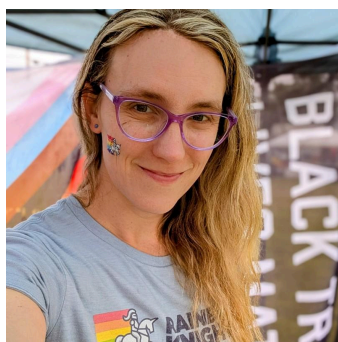
Kristin Noon, Hurwit & Associates.

Attorney Kristin Noon provides legal counsel to nonprofit and tax-exempt organizations across the New England region and beyond. Throughout her career, Kristin's work has been deeply connected to the nonprofit sector. Her range of experience as both an advisor to donors, funders, and high-net worth individuals and as a nonprofit leader raising philanthropy and building programs allows her to bring a holistic approach to client representation.



Her Roundtable will be on **legal frameworks for strategic scenario planning.**

Piper Slowinski, YW Boston.



Piper Slowinski (she/they) is the Organizational Development Senior Manager at YW Boston, helping organizations succeed in their DEI change efforts. She is currently leading the creation of a new program at YW, a Trans Leadership Program, in deep partnership and collaboration with many other local nonprofits and groups. Piper is also the co-founder and Board Chair of a community nonprofit, the Rainbow Knights, where she has led the development of the organization's mission, systems and infrastructure, and year-round

programming. Piper has a Masters in Nonprofit Leadership from Boston University and completed the Leadership Accelerator at Bentley University in 2025.

Piper will lead a Roundtable discussion centered on **community-informed and led program development**.

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, 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.

Her Roundtable topic is **winning back lapsed donors and strengthening donor retention**.

