

SUMMIT AGENDA AND PROGRAM HIGHLIGHTS



ENERGIZE!
Activate Mission with the Right People

May 2 & 3, 2019 • Dena'ina Center, Anchorage

The Foraker Group

161 Klevin Street, Suite 101, Anchorage, AK 99508

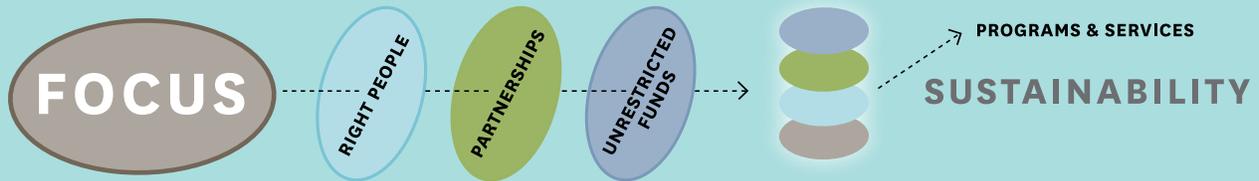
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THE FORAKER NONPROFIT SUSTAINABILITY MODEL



Our model proposes that sustainability is an organization's journey, not its destination. This diagram shows how the factors are inter-related and how they move from the focal point that we call **focus**. The factors, like lenses, help us reflect on sustainability.

Founding purpose and values are part of focus. In a sustainable nonprofit, they don't change - they are absolute, almost sacred. **Focus** reflects the passion of the founders, defining both the core purpose and the core values that drive and motivate the whole organization. It's the anchor for everything the organization does and answers the fundamental question, "Who are we?"

The other part of **focus** is flexible - it helps us stay relevant and answers the question, "Where are we going?" That direction is under consistent review. As the external environment changes, it must be adjusted so the organization continues to move in the right direction and has the greatest impact. Together, the founding purpose and values, along with a clear direction, provide a focus that is both true to the founders' intent and relevant to today's community.

Moving from **focus**, the next lenses also are constant in their underlying principles while remaining flexible as each adapts to current conditions. Organizations that use the lenses as a way to view their actions become more resilient and are able to:

- **Focus** on founding principles, making strategic decisions and looking ahead
- Recruit and retain the right **board and staff** and work together effectively as partners
- Seek and nurture strategic **partnerships** to maximize impact
- Assure sufficient **unrestricted funds** to take advantage of opportunities and handle emergencies

Using the lenses, you can begin to understand the dynamics of sustainability. Then, and only then, is it time to develop programs and services. That's why they are presented at the other end of the diagram. Programs and services are flexible - they are not sacred activities. One simple way to understand this is, "what you do is not who you are." The strategic organization modifies programs and services, drops them, or adds new ones as it adjusts to the needs in its community - always influenced first by the factors of sustainability.

WELCOME to the sixth Foraker Leadership Summit. Whether you're a board member, staff, or volunteer, we're pleased you've committed the next two days to learn, share, and reflect. That's the purpose of our summits. Thanks to the Foraker board and staff who as partners with our sponsors made this event possible.

HERE'S JUST SOME OF WHAT YOU CAN EXPECT THIS YEAR.



FINDING THE RIGHT PEOPLE

Take a minute and picture your dream team - both board and staff. Does it reflect your mission, your core values, your goals, and your vision for the community? The challenge for most nonprofits - maybe including yours - is that the answer currently is no. Discovering how to create your dream team is the journey we're taking over the next two days. Program sessions all reflect the Right People lens of the Foraker Nonprofit Sustainability Model (see left page). Our guests are looking forward to sharing their perspectives with you - and learning from you.



MAKING CONNECTIONS

Let's connect to each other and to new ideas and perspectives with renewed energy and support. Strengthening the ties that bind us is an important part of every Summit. Join us for breakfast roundtables, share your ideas at the World Café, celebrate at the evening reception, catch up with friends and colleagues at lunch, energize at a yoga class, and find your rhythm during the dance break.



CONVENING OTHERS

We are pleased again this year to support convening inside the Summit of the affiliates of The Alaska Community Foundation, ANSCA Education Foundation Consortium, Rasmuson Sabbatical recipients, and alumni of Foraker's Catalyst, Certificate, and Executive Leadership cohorts.

WELCOME TO THE 2019 LEADERSHIP SUMMIT. ENERGIZE!



Laurie Wolf, MNPL, CFRE
President and CEO
The Foraker Group

CONFERENCE SPECIAL EVENTS



CELEBRATORY RECEPTION

Please join us following the closing session on Thursday in the lobby on the third floor. We'll provide hors d'oeuvres and a cash bar will be available.



ENERGIZE ART

Come to the art station to create something that makes you feel energized at work or at home. Hang it on your wall or share it with a friend. We'll post the finished pieces as a gallery during the reception.



ENERGIZING YOGA

*Megan Piersma, Deha Yoga
in partnership with Lululemon*

Get your day started off right with energizing breath work, uplifting postures and guided meditation. We'll meet Friday on the second floor near room 6.



SELFIE STATION

Grab your crew and head to the selfie-station! We'll have plenty of props to help you creatively and joyfully express the inner you. Decorate your refrigerator with the printed images and share it with the world when you text it to yourself with our social station. #AlaskaNonprofits



RIGHT PEOPLE AWARDS

We'll give out two awards in the closing session. Nominate someone at the conference who works to weave the social fabric of your community by replacing loneliness, division, and distrust with relationship, community, and purpose. Nominate a second person who brings positive energy and excitement to the work they do.



PROFESSIONAL PORTRAITS

Matthew Waliszek, Orzel Photography

Do you need a photo for your professional use? Come early to the conference on Friday to have photographer Matt Waliszek take your headshot. You'll have access to the image for any communication and promotional needs you may have.

THURSDAY, MAY 2

7:30 TO 8:30 AM

CONNECT OVER BREAKFAST

Breakfast for First Time Summit Attendees

New to the Summit? Join Foraker's Operations Board members to learn about the conference and how you can get the most out of it.

Advocacy in Action

Nonpartisan advocacy is a powerful tool to advance your mission and ensure you're part of important discussions in your community. Join us to discuss issues being tracked by Foraker and other organizations, both locally and nationally.

Certificate Alumni Breakfast

Reunite with your fellow graduates.

8:30 TO 9:00 AM

WELCOME

Dena'ina Welcome

Michelle Ravenmoon

Welcome from the Honorable Ethan Berkowitz

Mayor, the Municipality of Anchorage

Welcome from the Foraker Boards

Bryan Butcher, Chair, The Foraker Governance Board

Energize: Activate Mission with the Right People

Laurie Wolf, President and CEO, The Foraker Group

SPONSOR HIGHLIGHT: RASMUSON FOUNDATION

Alex McKay, Vice President of Programs, Rasmuson Foundation

9:00 TO 10:15 AM

THE SCIENCE OF BEING HAPPY & PRODUCTIVE AT WORK

Scott Crabtree, Happy Brain Science

Studies show that happier people are more productive, creative, insightful, engaged, and resilient. They are also healthier and more sociable. Grounded in solid scientific data, we'll discuss dozens of actionable techniques to increase job happiness, organized around the themes of goals, relationships, and attitude. Gain specific strategies to effectively cope with stress, reboot your workflow for increased focus and creativity, develop and sustain happiness, and more.

SUMMIT SCHEDULE: THURSDAY

10:15 TO 10:30 AM

ENJOY A BREAK

10:30 TO NOON

SPONSOR HIGHLIGHT: **MAT-SU HEALTH FOUNDATION**
Jim Beck, Senior Program Officer

GENEROSITY AS MEDICINE FOR TROUBLED TIMES

Akaya Windwood, WiseBridge

The world seems to be coming apart at the seams. Everything is uncertain and old “control and command” ways of leading are no longer effective. What might be possible if we lead from a place of generosity? Let’s explore what that might mean for ourselves as leaders, our organizations, communities, and our world.

NOON TO 1:15 PM

LUNCH AROUND TOWN

Visit your favorite lunch spot downtown and connect with friends and colleagues, or sign up for a Lunch Around with one of our board members.

1:15 TO 1:20 PM

WELCOME BACK

1:20 TO 2:45 PM

SPONSOR HIGHLIGHT: **ALASKA AIRLINES**
Tim Thompson, Manager - Public Affairs

THE CHANGING OF THE GUARD: GENERATIONAL SHIFTS IN THE NONPROFIT SECTOR

Edgar Villanueva, Vice President of Programs & Advocacy, Schott Foundation for Public Education & Author, Decolonizing Wealth

We are in the midst of a generational sea change, which we can expect to last until at least 2034, when the youngest Baby Boomers will turn seventy. This shift, which is palpable within the sector, corresponds with larger societal changes. Though generational categories are just one dimension of our experiences and are laden with stereotypes that are reductive by nature, they can still shed light on the very different expectations that individuals bring to the workplace and their careers — even when they share a common commitment to the nonprofit sector. What does this changing of the guard mean for the nonprofit sector and what do you need to do to be ready? Sharing from personal experience and conversations from his current *Decolonizing Wealth* book tour, globally-recognized author and philanthropist Edgar Villanueva will take us on a deep dive into how the generational divide shows up in our sector – and how we can best engage with our people to achieve our missions.

SUMMIT SCHEDULE: THURSDAY

2:45 TO 3:00 PM

ENJOY A BREAK

3:00 TO 5:00 PM

AFTERNOON SESSIONS

Explore in depth a topic related to Right People – learn more about the tools that will help you use the values and culture of your organization to move mission forward.

Group 1 – Great Leadership Attracts Great People

Akaya Windwood, WiseBridge in Kahtnu 1

In order to hire and retain the “right” people, we must be a “right” leader. Let’s take a look at the values of great leadership and take steps toward creating organizations and cultures that invite and bring in the right people for our work.

Group 2 – Engaging your Employees to Do Great Work, Happily

Scott Crabtree, Happy Brain Science in Kahtnu 2

Engaged employees are enthusiastic about their jobs and companies; they go the extra mile for their employer. Engagement leads to improved productivity, quality, retention, and profits. So how do you get an engaged employee? This research-based, interactive session will teach you concrete, immediately applicable techniques to raise employee engagement. Explore drivers of employee engagement (alignment, progress, significance, development, relationships, and more) and how to deliver them in your organization, the forces that drive employees to disengage (and how to avoid those), and how “minding the GAPS” is the key to engaging employees. Learn the science behind engagement and the practical steps any organization can take to boost engagement, and therefore your double bottom line.

Group 3 – Prepare to Thrive: How Attention to Executive Transition and Leader Succession Guarantees More Mission Results*

Tom Adams, Tom Adams Consulting and Rachael Gibson, Marcum LLP in Tubughnenq 3

We know that well-led organizations – with the right leaders working together – raise more money and achieve greater results. Two practices can increase the odds of selecting and keeping the right leaders. One is to strategically manage executive/leader transitions and the other is to plan for leader succession with racial equity as central to the process. This session provides examples, tools, and actions that boards can take to successfully implement these practices. It is intended for board chairs and executives who are concerned about having the right leaders today and in the future to fully achieve mission results. Join us to explore how to ensure your organization is humming and stays that way! ***Suggested board track session**

SUMMIT SCHEDULE: THURSDAY

Group 4 - Designing and Facilitating Powerhouse Convenings

Ted Lord, The Giving Practice in Tubughnenq 4

Full hearted-engagement is the spark that can turn meetings into movement. There are simple steps you can take to design and hold gatherings that amplify impact. We will also discuss the tensions that go with inviting greater shared ownership and co-creation: a fear of loss of control; our discomfort with group processes that invite discovery and sense-making versus delegation of action steps. Expect laughter as we share stories of unexpected wins and unintended consequences.

Group 5 - Operationalizing Diversity, Equity, & Inclusion: What's Keeping You Up at Night?

Edgar Villanueva, Schott Foundation for Public Education and Will Cordery, Wellspring Philanthropic Fund

Our work is about people. Having the right people at the right time, which includes having people from a diversity of backgrounds and experiences, with unique perspectives. This is critical to forwarding our sector's missions. In this session, we'll have real talk about diversity, equity, and inclusion. Participants will understand the meaning and importance (and differences) of diversity, equity, and inclusion. We'll also explore how to begin and how to overcome common challenges faced by nonprofits who are on a DEI journey

Group 6 - Building an Army of the Engaged*

Joan Garry, Joan Garry Consulting in K'enaKatnu 6

Sometimes it's called 'the five people problem.' It seems like only five people ever raise their hands to help. On the bad days you think there may really only be five people who care about your work. In this workshop, Joan will help participants think about how to get more people "on the bus." And how to ensure that they are the right people. The focus here is on volunteers - board members as well as general volunteers. ***Suggested board track session**

5:00 TO 6:30 PM

CELEBRATORY RECEPTION

After you're finished at your breakout session, join us in the lobby on the third floor.

FRIDAY, MAY 3

7:15 – 8:00 AM

ENERGETIC YOGA

Megan Piersma, Deha Yoga in partnership with Lululemon

Get your day started off right with energizing breath work, uplifting postures and guided meditation. We'll meet on the second floor near Room 6.

7:30 – 8:30 AM

DOORS OPEN – CONNECT OVER BREAKFAST

Catalyst Alumni Breakfast

Reunite with your fellow Catalyst graduates.

Executive Leadership Initiative Alumni Breakfast

Reunite with your fellow ELI graduates.

Photographer Matt Waliszek will be in the lobby offering professional portraits.

8:30 TO 8:50 AM

WELCOME TO DAY 2

Laurie Wolf, President and CEO, The Foraker Group

SPONSOR HIGHLIGHT: **SERVE ALASKA**

Katie Abbott, Executive Director

8:50 TO 10:20 AM

THE SINGLE MOST IMPORTANT INDICATOR OF A HEALTHY NONPROFIT

Joan Garry, Joan Garry Consulting

Think of your nonprofit like a twin-engine jet. Nothing is more important in a smooth ride and a successful landing than the co-pilots. In this metaphor, Joan means the executive director and the board chair. A nonprofit simply cannot thrive without a partnership in the nonprofit "cockpit." Joan will tease out the core elements of this relationship and introduce her philosophy of shared leadership. In the session, Joan will offer remarks and then engage attendees in an interactive conversation designed to identify obstacles to partnership and to develop an action plan for strengthening this critical partnership.

10:20 TO 10:35 AM

LET'S DANCE

Stephanie Wonchala, Pulse Dance Company

SUMMIT SCHEDULE: FRIDAY

10:35 TO 10:50 AM **ENJOY A BREAK**

10:50 TO NOON SPONSOR HIGHLIGHTS: **WELLS FARGO, GCI, PROVIDENCE HEALTH & SERVICES**

CREATING A STRONG, INCLUSIVE ORGANIZATIONAL CULTURE

Vu Le, Rainer Valley Corps

The nonprofit sector attracts passionate, dedicated professionals who work each day to make the world better. And we also have some challenges in ensuring that our people are valued and have the support and resources they need to be effective. We need to look at our hiring practices, how we develop and retain talent, how we compensate people, our self-care philosophies, our scarcity mindset, communication styles, and how we create a strong organizational culture with equity, diversity, and inclusion in mind. By investing in the people who make our work possible, we can be more effective in creating a vibrant world.

NOON TO 1:15 PM **LUNCH AROUND TOWN**

Visit your favorite lunch spot downtown and connect with friends and colleagues, or join us at one of our Lunch Around locations.

1:15 TO 2:15 PM **WELCOME BACK**

RESILIENCY SPONSOR HIGHLIGHTS: **ALASKA MENTAL HEALTH TRUST AUTHORITY, BRISTOL BAY NATIVE EDUCATION FOUNDATION, DOYON FOUNDATION, PREMERA BLUE CROSS, THE CIRI FOUNDATION**

YOU'RE THE RIGHT PEOPLE: LET'S HEAR FROM YOU

Join us as we draw from the collective wisdom in the room. Wish there was more of something in the program? Suggest a topic to host, sign up at the registration desk.

PARTNERSHIP SPONSOR HIGHLIGHTS: **ALASKA CHILDREN'S TRUST, KRIS NOROSZ, KONIAG EDUCATION FOUNDATION**

2:15 TO 2:30 PM **ENJOY A BREAK**

2:30 – 4:30 PM

AFTERNOON SESSIONS

Group 1- Joan's Most Excellent Board Meeting*

Joan Garry, Joan Garry Consulting in Kahtnu 1

Yes, Virginia there are excellent board meetings. In this workshop Joan will work with participants to diagnose how board meetings are designed and executed and offer ways to create board meetings that energize board members to be the vocal and visible ambassadors your organization needs and deserves. ***Suggested board track session**

Group 2 - Less Stress, More Ease: Using Awareness and Boundaries to Transform your Work-Life

Woodrie Burich, The Integration Group in Kahtnu 2

Learn to harness the power of awareness and discover how setting boundaries can be transformative for your work-life. This session will include an overview of different types of awareness tools and how to implement them at work. We'll also discuss what boundaries are, why they are needed, and how to combat some of the common challenges in implementing boundaries at work. The session will include training, discussions, and exercises. Come prepared to work, share, and learn together.

Group 3 - Applying an Equity Framework to Leadership Change & Succession Planning*

Tom Adams, Tom Adams Consulting and Rachael Gibson, Marcum LLP in Tubughnenq 3

How do we see equity not as an “add on” to leadership transition but rather a core value of it? What aspects of our current thinking and practices need to change to allow us to thoughtfully apply an equity lens to succession planning and leadership transition? This session will offer a framework for applying equity values to leadership transition - from preparing for a potential CEO transition to fully integrating the new leader into your mission and organization. This session assumes that highly-skilled and diverse talent exists in your communities while offering specific tools to attract those leaders to your organization. The session will include a healthy balance of best practices, tools, and case examples. ***Suggested board track session**

SUMMIT SCHEDULE: FRIDAY

Group 4 - Designing and Facilitating Powerhouse Convenings

Ted Lord, The Giving Practice in Tubughnenq 4

Note: this is a repeat of Ted's breakout session on Thursday.

Full hearted-engagement is the spark that can turn meetings into movement. There are simple steps you can take to design and hold gatherings that amplify impact. We will also discuss the tensions that go with inviting greater shared ownership and co-creation: a fear of loss of control; our discomfort with group processes that invite discovery and sense-making versus delegation of action steps. Expect laughter as we share stories of unexpected wins and unintended consequences.

Group 5 - Defining Your Leadership Trajectory

Laurie Wolf, The Foraker Group in Tubughnenq 5

The most dedicated staff and volunteers in a nonprofit are driven by their passion for the mission. Let's explore that passion, and how your personal values can thrive in your work. We'll define what leadership means to you, and map your support to help you define your leadership trajectory.

Group 6 - How We Can Work Together and End the Nonprofit Hunger Games

Vu Le, Rainer Valley Corps in K'enakatnu 6

The right leaders, the leaders we need in this time and place, know that no nonprofit can make the world better on its own, as all missions are interrelated. In this interactive session we will discuss how to end the pervasive Nonprofit Hunger Games. Where did this competitiveness come from? What mindsets do we need to shift? What practices can we implement immediately at our organizations to lift up one another so we can collectively be more effective in our work?

4:30 - 5:00 PM

CLOSING SESSION IN THE BALLROOM

Prizes, awards, and final take-aways

INFORMATION ON GUEST SPEAKERS



THE HONORABLE ETHAN BERKOWITZ

Mayor, Municipality of Anchorage

Mayor Ethan Berkowitz has lived in Anchorage since 1990. He and his wife, Dr. Mara Kimmel, have two children, Ziva and Noah. Mayor Berkowitz earned an undergraduate degree studying government and economics at Harvard University, where he graduated with honors. He received a master's degree from the Scott Polar Research Institute at Cambridge University and a law degree from Hastings College of the Law. After moving to Alaska, he worked as an assistant district attorney before serving for ten years in the Alaska State Legislature, eight as minority leader. As a state legislator he supported fiscal responsibility and a more comprehensive and sustainable energy policy. In the private sector, Mayor Berkowitz worked on technology and energy projects, including deployment of fiber optic cables in Alaska and across the Arctic, and a major geothermal project in Northwest Alaska.



TOM ADAMS

Owner, Tom Adams Consulting

Tom Adams is an expert in leadership succession and transition planning, executive searches and transition management. He is the former co-founder and president of TransitionGuides, a national consulting and educational services company. Over the last 30 years, Tom has assisted more than 400 local, regional, and national nonprofits with a wide variety of missions. A national thought leader, speaker, and trainer on leadership topics, he has published extensively, including his current book, *The Nonprofit Leadership Transition and Development Guide: Proven Paths for Leaders and Organizations*. He has a particular interest in coaching and consulting with founders and long-term executive directors/CEOs and their boards of directors. In 2009, Tom was presented with the Innovator Award by the Alliance for Nonprofit Management for his leadership in advancing executive transition and succession planning practices for the nonprofit sector. Tom received his BA from St. Mary's Seminary and University and his MSW from the University of Maryland.



WOODRIE BURICH

Owner, The Integration Group

Woodrie Burich has 10 years of experience working in stress management and combines this with over 20 years of expertise in corporate sales and strategic business consulting. Early in her career, Woodrie began combining her competitive spirit with a drive towards finding balance and sustainability in her life. She has the ability to meet the high demands required in corporate environments while maintaining a solid footing in wellness and stress management. She offers a balanced, energetic motivation program that is a perfect blend for individuals wanting to create sustainable balance for themselves in their work lives.



WILL CORDERY

Program Officer-Racial Justice, Wellspring Philanthropic Fund

William Cordery is a program officer with the Racial Justice Program at Wellspring Philanthropic Fund, which is focused on decriminalization organizing and advocacy work, as well as Black-led social movement for long-term power building. Over the past seven years, Will has worked in institutional philanthropy in various leadership roles. As a grant maker,

INFORMATION ON GUEST SPEAKERS

he supported research, policy interventions, and community organizing to improve working conditions and job quality for low-wage workers-of-color across the country. Additionally, he has supported organizing and movement building in the US South aimed at advancing multi-issue agendas, including racial justice, voting rights restoration, education justice, and criminal justice reform. Currently, Will is as a member of EDGE Funders Alliance Global Engagement Lab, on the board of directors for the Astraea Lesbian Foundation for Justice, and is an alum of the Association of Black Foundation Executives' Connecting Leaders Fellowship.



SCOTT CRABTREE

Chief Happiness Officer, Happy Brain Science

As the founder and chief happiness officer at Happy Brain Science, Scott Crabtree empowers individuals and organizations to apply findings from cutting-edge neuroscience and psychology to boost productivity and happiness at work. Scott's repeat clients include NBC, Nike, Boeing, Intel, Hewlett-Packard, Kaiser-Permanente, Blizzard Entertainment, and Dreamworks Animation. His insights have been quoted in Inc., InfoWorld, Fortune, and VentureBeat, among other publications. In his 25-year career, Scott has served as a leader in game development and software engineering. He's founded startups and worked at a variety of technology companies, large and small. In early 2012, he resigned his position as tech strategist at Intel to pursue his passion full time: helping people apply science to be happier and more successful. Scott holds a Bachelor's Degree in Cognitive Science from Vassar College. When he is not immersed in scientific data, he loves spending time with his wife and daughters especially in nature, and also enjoys playing with his rock band. He lives in Portland, Oregon.



JOAN GARRY

Principal, Joan Garry Consulting

Joan Garry is the principal of Joan Garry Consulting, a nonprofit consulting firm that helps nonprofits across a wide variety of sectors to untangle strategic knots, enabling them to have a clearer path in pursuit of their missions. Joan began her career as part of the management team that launched MTV. In 1997, she left corporate America and became the executive director of GLAAD, one of the largest organizations working for LGBT equality. Since leaving GLAAD, Joan has worked as a consultant for hundreds of nonprofits, teaching them the keys to effective nonprofit leadership with wisdom, joy, and humor. Joan is the founder of The Nonprofit Leadership Lab, is an instructor at the Annenberg School for Communications at the University of Pennsylvania, as well as a sought after speaker on nonprofit leadership. She blogs regularly at the popular joangarry.com, hosts one of the top nonprofit podcasts Nonprofits Are Messy, and is the author of *Joan Garry's Guide to Nonprofit Leadership*. Joan lives in New Jersey with her wife of 34 years and their three grown children.



RACHAEL GIBSON

Senior Consultant, Marcum LLP

Rachael Gibson serves as a practice leader and senior consultant for transition planning and organizational strategy engagements with Marcum LLP. She is a skilled change management consultant for nonprofit organizations and philanthropic institutions. Rachael has a particular expertise in working with organizations led by founders and long-tenured executives. She leads efforts in applying a racial equity lens to Marcum's search

INFORMATION ON GUEST SPEAKERS

and transition processes. In prior roles, Rachael managed grantmaking programs and spearheaded numerous capacity building initiatives, including ones aimed at deepening the leadership development opportunities for nonprofit leaders, strengthening the back office systems for nonprofit organizations, and evaluating the effectiveness of advocacy efforts. In addition to her management consulting expertise, Rachael has facilitated diversity and leadership development trainings, served on various nonprofit boards and task forces, and presented workshops at local and national conferences. She received a Master's Degree in Community and Urban Planning from the University of Maryland, College Park.



VU LE

Executive Director, Rainier Valley Corps

Vu Le is the executive director of Rainier Valley Corps, a Seattle nonprofit that promotes social justice by developing leaders of color, strengthening organizations led by communities of color, and fostering collaboration between diverse communities. Known for his pointed observations delivered with a sense of humor, Vu has been featured in dozens, if not hundreds, of his own blog posts, found at NonprofitAF.com, formerly NonprofitWithBalls.com.



TED LORD

Senior Partner, The Giving Practice

Ted Lord has been integral to the growth of The Giving Practice, a Seattle-based nonprofit that blends customized solutions and knowledge to help foundations, giving programs, and philanthropy-serving organizations navigate the changing landscape of today's philanthropy. He believes in supporting collaboratives by showing them how to contribute all their resources (influence, expertise, relationships, and pooled or aligned funding) to building sector sustainability. He has worked with the Cascadia Foodshed Financing Project, national child welfare CEOs, The Bill & Melinda Gates Foundation's Building Community Philanthropy, the Road Map funders group and Philanthropist Forum centers. His staff and board coaching is based in his CEO stewardship of two public foundations, Pride Foundation and Humanities Washington. He holds a bachelor's degree from Trinity College and a master's degree from the University of Washington.

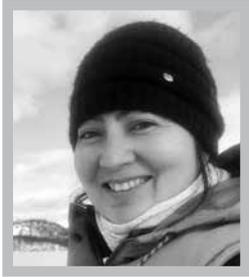


MEGAN PIERSMA

Founder, Deha Yoga

Megan Piersma found yoga in college in 2003 and has been consistently practicing ever since. Her practice on the mat has been incredibly fulfilling in that it requires a constantly shifting perspective of the physical body. Megan pulls on many styles, sources, and lineages in her classes and requires much of her students – that they support their bodies, train their minds, and connect to their own personal source of power. People who work with Megan will sing, dance, shake, cry, move, learn, settle, surrender, breathe, laugh, and allow. Megan encourages her students to be unconditionally curious in all that they do.

INFORMATION ON GUEST SPEAKERS



MICHELLE RAVENMOON

Michelle Ravenmoon is described as one of those rare people who can bridge gaps in understanding between diverse groups of people with wildly different ways of life and world views. She is an excellent listener, deep thinker, and thoughtful in her responses, particularly when addressing sensitive topics of race, urban-rural conflicts, and how to balance the economic needs of Alaskans with the desire to conserve its wild country and the ways of life that the land provides. Ravenmoon holds a bachelor's degree in Rural Development, Community Research and Cultural Documentation from University of Alaska Fairbanks and an associate's degree in Early Childhood Education from University of Alaska Anchorage. Prior to her current role, she worked at Lake Clark National Park and Preserve, and promoted the National Park Service among Alaska Natives and American Indians. She has also served as a subsistence coordinator in rural Alaska and as a Dena'ina language instructor.



EDGAR VILLANUEVA

Vice President of Programs and Advocacy, Schott Foundation for Public Education

Edgar Villanueva is a nationally-recognized expert on social justice philanthropy and author of *Decolonizing Wealth*, which offers hopeful and compelling alternatives to the dynamics of colonization in the philanthropic and social finance sectors. At the Schott Foundation he oversees grant investment and capacity-building support for education-focused justice campaigns across the US. He also is an instructor with The Grantmaking School at the Johnson Center at Grand Valley State University. Previously he has held leadership roles at Kate B. Reynolds Charitable Trust in North Carolina and at the Marguerite Casey Foundation in Seattle. He consults with nonprofit organizations on advancing racial equity. Edgar holds two degrees from the Gillings Global School of Public Health at The University of North Carolina Chapel Hill. He currently serves as board chair of Native Americans in Philanthropy and is a board member of the Andrus Family Fund, a national foundation that works to improve outcomes for vulnerable youth. He is an enrolled member of the Lumbee Tribe of North Carolina and resides in Brooklyn, NY.



MATTHEW WALISZEK

Orzel Photography

Using photography as his creative outlet, Matt's style is dynamic and personable. He has captured the cultures of many clients including the Aleut Corporation, First Alaskans, Alaska Humanities Forum and several corporate clients including GCI and TOTE Maritime. He also provides Refrigerator Art with his photobooth company, the Photo Emporium.

INFORMATION ON GUEST SPEAKERS



AKAYA WINDWOOD

Principal, WiseBridge

Akaya Windwood is the principal of WiseBridge, a global transformative advising, training, and consultation group. She is formerly the president of Rockwood Leadership Institute and is a partner in the Opportunity Collaboration, an international conference that convenes leaders working to end poverty. She is on faculty for the RSF Social Finance Integrated Capital Fellowship and directs the Mycelium Fund, which makes small grants to nonprofit organizations based on generosity and interconnectedness. She was one of Conscious Company's 30 World Changing Women of 2018 and has been a featured speaker at the Stanford Social Innovation Institute, the Aspen Institute, and the New Zealand Philanthropy Summit conferences. She received an Ella Award from the Ella Baker Center for Human Rights and is deeply committed to working for a fair and equitable global society while infusing a sense of purpose, delight, and wonder into everything we do. Akaya lives in Oakland, CA where she reads science fiction and relishes growing enormous squash in her garden.



LAURIE WOLF

President and CEO, The Foraker Group

Laurie Wolf is passionate about the power of the nonprofit sector to change lives. Guided by her leadership, Foraker works tirelessly to provide essential services and educational experiences to ensure healthy communities. Laurie is committed to connecting nonprofit leaders across the state to weave a network of positive learning, support, and success. She focuses her work on supporting creative collaborations, providing board and leadership development, and creating a positive culture of philanthropy within organizations. Born and raised in Anchorage, Laurie holds a BA in English from Scripps College and an Executive Master's Degree in Not-for-Profit Leadership from Seattle University. She has been a Certified Fund Raising Executive (CFRE) since 2003. In 2005, Laurie was named one of "Alaska's Top 40 Under 40" by the Alaska Journal of Commerce and in 2006 as the "Outstanding Professional in Philanthropy" by the Association of Fundraising Professionals Alaska chapter. In 2016 Laurie was recognized by the Anchorage Chamber of Commerce and inducted into the ATHENA Society.



STEPHANIE WONCHALA

Executive Director, Pulse Dance Company

Stephanie Wonchala is an Anchorage choreographer, dancer, and dance educator. Stephanie serves as the artistic director of Pulse Dance Company and is the owner/operator of Studio Pulse Center for Dance, selected as "Best of Alaska" in 2017 and 2018. She has produced and directed nine evening-length concerts for Pulse Dance Company, choreographed for the Anchorage Concert Association, and Cyrano's Theatre, and has been commissioned to produce work for the Alaska State Council on the Arts, the Anchorage Symphony, the Anchorage Museum, and the University of Alaska Anchorage. Her work has earned highest rankings in the Nuvo dance convention.

SPECIAL THANKS TO ...

OUR SPEAKERS AND OTHER PARTICIPANTS

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We also thank sponsors GCI and Premera Blue Cross who were unable to send a representative.

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AREAS FOR REFLECTION AND ACTION

How does my current staff reflect our purpose, values, and goals?

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How does my current board reflect our purpose, values, and goals?

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What are some of the reasons why we should have a diverse team of board and staff?

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What suggestions do you want to share with your team about creating more welcoming physical or cultural space?

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What key ideas do you want to share with your team to bring more joy into the work you are doing every day?

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The three things we are doing really well in recruiting board and staff are:

1.
2.
3.

The three things I want to do differently to build our team are:

1.
2.
3.

The three things I want to do to find more support and feel energized are:

1.
2.
3.

The new tool or perspective that I am taking from the Summit to improve our ability to attract and retain the right people at the right time for our mission is:

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I plan to use this tool or perspective by taking these actions:

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.....

Here are a few suggestions for other actions you can take to energize:

- Share your action and invite others to join you on Instagram, Facebook, or Twitter, #AlaskaNonprofits.
- Engage your board and staff in conversations about the tools and perspectives you learned the past two days.
- Build and strengthen your networks and relationships with key partners.

FORAKER'S SEARCH & TRANSITION SERVICES

Is your organization experiencing leadership change? A smooth transition from one leader to another will keep your organization focused on mission. Our team is ready to lead you through the process of preparing the organization for leadership change, conducting a search, and supporting a new hire. By taking a realistic and thoughtful approach, we can help you create a process for a smooth change.



DO YOU WANT TO ENJOY MORE SATISFACTION IN YOUR JOB AND BETTER SERVE YOUR MISSION?

Consider these Foraker educational opportunities.

Catalyst for Nonprofit Excellence is a unique, dynamic program where you experience your own personal renewal and can take advantage of a rare opportunity to focus on yourself while getting the support you need from a cohort of peers. The next cohort will start in February 2020.

The **Foraker Certificate in Nonprofit Management** is for Alaska nonprofit professionals in leadership positions who want to enhance their management skills. **The application deadline for Certificate is June 3.**

The **Executive Leadership Initiative** is designed for executive directors who have been in their current position for three months to three years and want to take the next step in leading their organizations. The next cohort will start in January 2020.

Foraker is piloting our first ever **Fund Development Planning** cohort in Anchorage this summer (remote option forthcoming). This is a cost-effective way for your organization's development team to put a fund development plan into place with a group of peers and experts on hand to help. **Applications are due May 10. The cohort launches on June 26.**

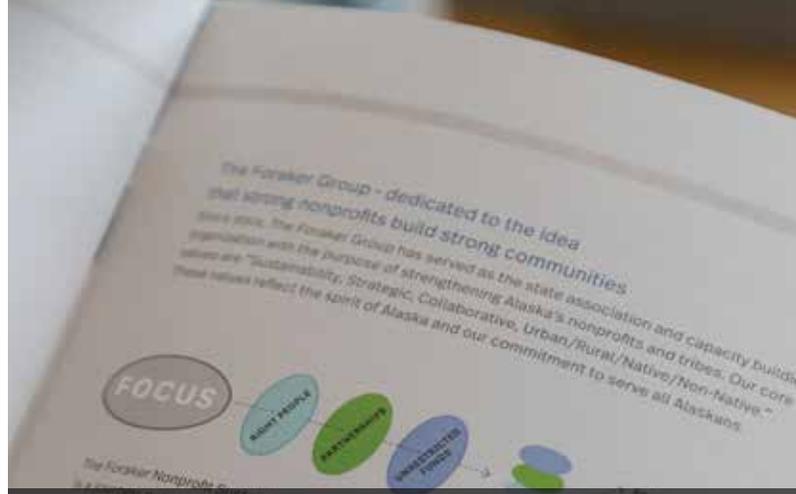
Detailed information, schedules, and application forms are available at www.forakergroup.org under Find a Course.

SALARY & BENEFITS REPORT



As nonprofit leaders, it's essential that we have tools to make informed decisions. One of those tools is our Salary and Benefits Report, which gives us context and a comparative benchmark for compensation in Alaska's nonprofit sector. The 2018 Salary & Benefits Report features salary data for 46 positions including executive director, finance director, development director, administrative support, accountants, clinical support, and program staff. Special thanks to Mutual of America for their support.

COMING THIS FALL SUSTAINABILITY SNAPSHOTS



Do you wonder where to focus your efforts to strengthen your mission? Are you clear about how your strengths can be used to address your challenges? Based on the Foraker Nonprofit Sustainability Model, our diagnostic tool is designed to assist board and staff leaders to determine the next steps to strengthen your organization. After you complete the diagnostic process, you will receive a score, and get tips and tools for your next steps. You can find the tool on our website starting this fall.

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Their investments brought you these excellent speakers and fostered the opportunity for statewide attendance.

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