

Alliance Management Institute
**A Conference
on Creating
Social Change**
January 3-5, 2016
Houston, Texas



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A Conference on Creating Social Change

The goal for the 2016 Alliance Management Institute is to ***build a network of specially-trained professionals adept at creating systems-level, social change.***

At AMI 2016 Houston, participants will learn how change happens and will explore ways to anticipate trends in the sector. Topics will also include alternative business models such as social enterprises and collective action.

Through collaboration and partnerships within and outside of the nonprofit sector, we can begin to become change agents in our communities where we work and serve.

During the Institute, you will have many opportunities to learn about and discuss current issues impacting the nonprofit sector. When you hear something that moves you, please share it by tweeting with #AMI2016. Be inspired by those who have gone before you, and get excited as we work to change the world *together*.

About the Nonprofit Leadership Alliance

Since its start in 1948, the Nonprofit Leadership Alliance has grown to a network of more than 50 colleges, universities and national nonprofit employers. With a unique combination of classroom learning, service learning, and hands-on experience, the Alliance's Certified Nonprofit Professional (CNP) credential is the only nationally validated, research-based nonprofit



management credential in the country. The CNP demonstrates that a job candidate possesses critical competencies nonprofits look for when hiring.

Students receive the CNP credential by participating in a rigorous leadership development program at one of the Alliance's affiliated universities (available at the undergraduate, graduate or postgraduate level).

The mission of the Nonprofit Leadership Alliance is to strengthen the social sector with a talented, prepared workforce.

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Message from the President and Board Chair

Dear Partners, Students and Friends,

Welcome to Houston and the 2016 Alliance Management Institute!

You are embarking on an exciting and rewarding career. You have worked long and hard to become a Certified Nonprofit Professional – an accomplishment few people reach. By completing your CNP, you are seven times more likely to reach a director or higher level at a nonprofit organization. Congratulations on this achievement!

Many of you are seeking a career in the nonprofit sector because you are committed to changing the world. This year's AMI theme, *A Conference on Creating Social Change*, represents this drive. Our goal for AMI is to build a network of specially-trained professionals adept at creating system-level change.

Your CNP credential positions you for a successful nonprofit career, and AMI is a culminating experience to expand your network and broaden your view of the sector.

Be sure to take full advantage of the many career development activities at AMI. You are joined by more than 430 students from 33 colleges and universities, so this is a great time to start building relationships with other members of the exclusive CNP club. Here are a few opportunities you will not want to miss:

- **Visit the Career and Networking Expo** to learn more about our workforce partners and their internship and employment opportunities;
- **Join a hot topics roundtable discussion** to explore pressing social issues and learn how nonprofits can play an important role;
- **Sharpen your interviewing skills** through informational interviews with a seasoned hiring manager;
- **Attend quickfire sessions** to boost your career development, improve your LinkedIn profile and more;
- **Network, network, network!** AMI provides a wealth of networking opportunities – so be sure to connect with the nonprofit professionals, faculty and students you meet.

Our most sincere thanks goes to the Houston host committee, chaired by Ronnie Hagerty of the United Way of Greater Houston and Emelda Douglas of Sterling Associates. We are grateful for their leadership and continuous support of this event. We simply could not produce such an exceptional conference without our local supporters and volunteers. Thanks to everyone who played a role!

We also appreciate the contributions from our local campus affiliate, University of Houston. Melanie Barr Fitzpatrick, campus director, and the University of Houston students have been tremendously supportive and helpful every step along the way. In addition, the University of Houston Graduate College of Social Work is a generous financial sponsor of the event.

Again, welcome to AMI 2016. Enjoy your visit to Houston, and don't forget to make the most of your time here!

Sincerely,



Jimmie Stark
Board Chair
Nonprofit
Leadership
Alliance



Susan Tomlinson
Schmidt, CNP
President and CEO
Nonprofit Leadership
Alliance



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www.NonprofitLeadershipAlliance.org

AMI 2016 Houston Host Committee

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Association Youth Development Senior Director YMCA of the Greater Houston Area

April Day, CNP

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Professor Emeritus, Louisiana State University in Shreveport

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Randryia Houston, CNP

Social Movement Mentor, RLH Coaching & Consulting

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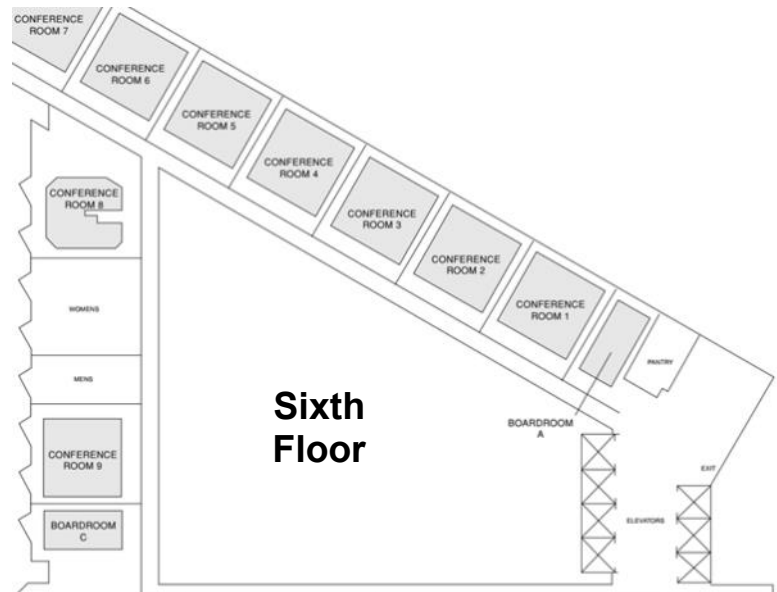
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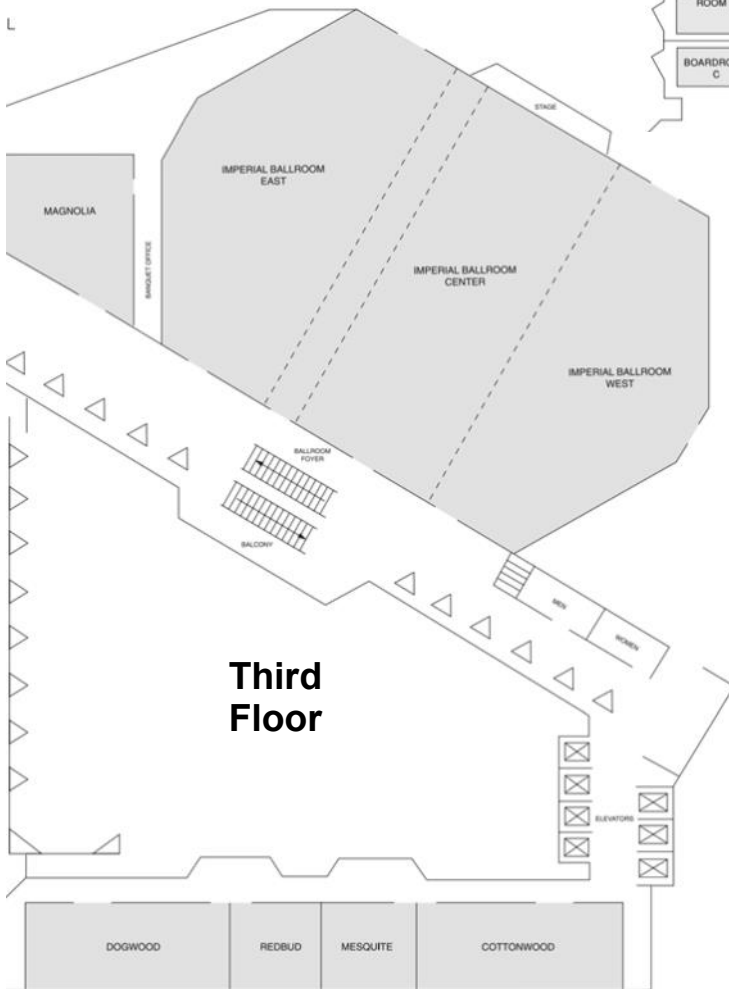
Hyatt Regency Houston Hotel Maps

Sixth Floor Activities: Workshops - Conference Rooms 1-6



Third Floor Activities:

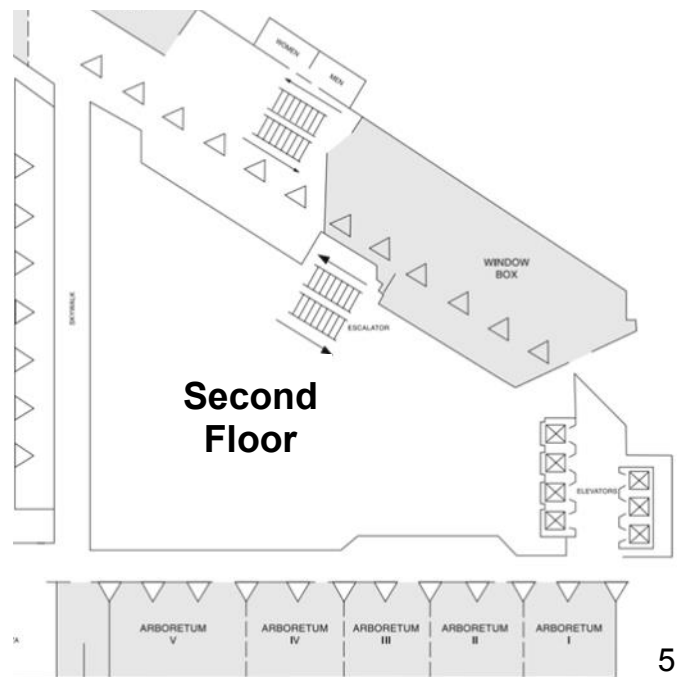
- Registration - Imperial Foyer
- Career and Networking Expo - Imperial Ballrooms
- Hot Topics Roundtable Discussions - Imperial Ballrooms
- Quickfire Sessions for Career Development - Imperial Ballrooms
- Keynote Sessions - Imperial Ballrooms
- Workshops - Cottonwood, Mesquite, Redbud
- Campus Director Workshops - Dogwood
- Board of Directors Meetings - Cottonwood
- CNP Reception - Dogwood



Third Floor

Second Floor Activities:

- Professional Library - Window Box
- Workshops - Arboretum I - V
- President's Reception - Window Box



Second Floor

Message from the AMI Director and Coordinator

Welcome to AMI 2016 Houston!

We are so excited for you to experience all that AMI and Houston have to offer. We have been planning AMI for more than a year now and are so fortunate to have had the opportunity to work with an amazing group of people in the process. We would like to thank the AMI student council and Houston host committee for their work over the last several months, as well as all of the students, CNPs, Houston nonprofit professionals and various other participants with us this weekend. Without you, AMI could not be a success. We are grateful that you are all here sharing your talents, passions and ideas as we center our work the next few days over the theme of *Creating Social Change*.

Creating Social Change really speaks to the reason we are all here; to develop our interests and abilities in order to make a difference in the nonprofit sector. We hope you find ways to connect your passions to meaningful, engaging activities in which we can truly create social change through our work in the social sector.

We have a stellar line-up of workshop presenters, keynote speakers and informational interviewers whose lessons are sure to guide you to success in your career. The hot topics roundtable discussions as part of the Career and Networking Expo will help you explore various areas in today's world where we can work to create social change. The expo on Sunday and Monday also includes several other exciting new opportunities this year, including the "Ask the Experts" Professional Library and Quickfire Sessions for Career Development. Case study day is filled with a variety of nonprofits whose issues will help you gain experience in real-world problem-solving, which we are sure will be some of your best memories of the conference.

AMI is designed for passionate people who want to make a difference in the world and is a great place to start that process. The conference provides you with unique opportunities to develop your professional skillset, expand your network and learn more about a variety of renowned nonprofit organizations. We are confident you will discover a thing or two about your own passions as well.

We are so excited to welcome you to Houston and hope to meet you at AMI. We encourage you to step outside your comfort zone, ask questions, make connections but, above all, enjoy your time at AMI.

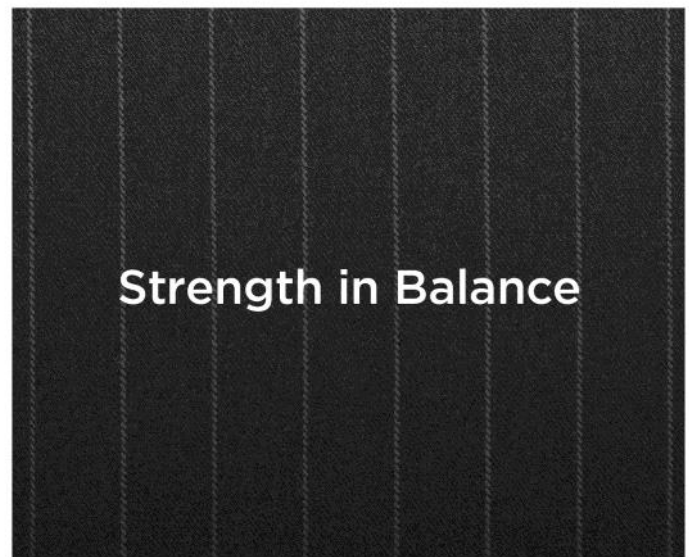
All the best,



Crystal Henry, CNP
Marketing and Events Executive
Nonprofit Leadership Alliance



Allie Krumel
AMI Planning Intern
Nonprofit Leadership Alliance
CNP Candidate
Rockhurst University



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AMI 2016 Student Council

The AMI Student Council is a team of future CNPs from campuses across the Nonprofit Leadership Alliance network who support AMI planning. These leaders volunteer their time to make AMI a success. We are very appreciative for all they have done to enhance AMI programming!



Delaney Catlettstout
University of Houston
Case Study Coordinator



Max Hornick
Western Michigan
University
Workshop Coordinator



Gabriel Johnson
Maryville College
Registration Coordinator



Ashley Dorsett
University of Houston
Case Study Coordinator



Maria Huerta
University of Houston
Case Study Coordinator



Taurine Main
University of Arkansas
at Little Rock
*Interview and Expo
Coordinator*



Danielle Gilmore
Arizona State
University
*Registration and
Workshop Coordinator*



Sara Irving
Eastern Michigan
University
*Communications
Coordinator*



Leslie Wasem
Arizona State
University
*Interview and Expo
Coordinator*

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Director of Strategic Partnerships

Allie Krumel
AMI Planning Intern

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CNP Relations Executive

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Executive Assistant to the President

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Gene Moses, CNP
Research Graduate Assistant

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President and CEO

Crystal Henry, CNP
Marketing and Events Executive

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Kate Thurbon
Program Coordinator

Monica Keenan
Campus and Student Relations Intern

Bridget Petzold
Director of Expansion

Ethan Touch, CNP
Program Coordinator

National Awards

The Nonprofit Leadership Alliance is proud to present five national awards this year. These awards are designed to recognize and showcase the students, faculty, professionals and organizations that exemplify nonprofit management preparation and professional development. The awards will be presented at the closing dinner awards ceremony on Tuesday, January 5, at 6:00 p.m.

2016 Award Categories

Campus Program Excellence

Mutual of America Nonprofit
Partner of the Year

H. Roe Bartle Momentum

Student Leader of the Year

CNP of the Year

2016 Award Review Committee Members

Amber Allred, *Wounded Warrior Project*

Will Conway, *Mutual of America*

Reginald Davis, CNP, *U.S. Department of Labor Job Corps Program*

Amy Gilliland, *Maryville College*

Melissa Hill, CNP, *Girl Scouts of NE Kansas & NW Missouri*

Marc Lassalle, CNP, *Mechanical Contractors Association of Kansas City*

Billy Linstead Goldsmith, *Fair Trade Campaigns*

Dr. Joy Patton, *University of North Texas at Dallas*

Todd Stoltzfus, *University of Kentucky*

Trang Truong, *YMCA of the USA*

Jon P. Wilson, CNP, *Tri-County Mental Health Services*

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Campus Partner Recognition

The Nonprofit Leadership Alliance is pleased to recognize its campus partners annually through the Campus Star Program. Stars are awarded to campuses who increase the number of students from the prior year, increase the number of CNPs from the prior year, and complete their annual progress report. See below for a list of three- and four-star campuses. Thank you to the hard work and dedication of our campus directors!

4-Star Campus Programs

Arizona State University

Kennesaw State University

3-Star Campus Programs

Antioch University

Brigham Young University

Eastern Michigan University

Maryville College

University of Arkansas at Little Rock

University of Central Florida

University of Kentucky


University of Montana

University of North Dakota

University of Northern Iowa

Western Michigan University

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As a result of our work with leading philanthropists and non-profit institutions across the country, we know the value of having the most up-to-date philanthropic information. CCS is proud to present the fourth edition of the *Snapshot of Today's Philanthropic Landscape* — a guide that has quickly become a staple among non-profit leaders looking to develop the most effective strategies in advancing their philanthropic goals. Register for the report today.

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Informational Interviewers

An informational interview is a brief meeting between a person who wants to investigate a career and a person working in that career. You can meet Alliance nonprofit partners, polish your interview skills and gain confidence in speaking with professionals. Refer to your individual schedule for your appointments. Please remember to check in five minutes before your appointment in the Cottonwood room on the third floor.

Jean Beil

Vice President of Programs & Services
Catholic Charities USA

Shannon Betzer

Lead Staff Development Coordinator & Trainer
Camp Adventure Child & Youth Services

Reginald Davis, CNP

Senior Management Analyst, Job Corps Program
U.S. Department of Labor

Mackenzie Delph

Manager, Internship Program and Recruitment
Make-A-Wish America

Barbara Deschner-Dunnam

Executive Director
Camp Fire Central Texas

Debbie Espinosa, CNP

Associate Executive Director
Downtown Oakland YMCA
President
Association of CNPs

Sara Fitch

External Affairs
Volunteers of America

Ilsa Flanagan

Director, National Reframing Initiative
National Human Services Assembly

Casey McCue

Member Development Associate
AmeriCorps NCCC Southern Region

Megan Murden

Senior Employment Specialist
Boy Scouts of America

Kylie Nealis

National Organizer, Fair Trade Colleges & Universities
Fair Trade Campaigns

Chad Nico Hiu

Diversity & Inclusion Specialist
YMCA of the USA

Rhonda Sepulveda

Service Delivery Specialist, Volunteer Services
Catholic Charities of the Archdiocese of Galveston-Houston

Danita Wadley

Regional Director of Education and Self Sufficiency
Volunteers of America Texas

Teresa Walch

National Vice President of Specialized & Organizational Development
Boys & Girls Clubs of America

Karen Winant

Recruiting Manager
Wounded Warrior Project

Mallie Woodfin

Coordinator, Recruitment and Admissions
Institute on Philanthropy and Voluntary Service

Jazelle Zabala

Student Intern Coordinator & Senior Lead Trainer
Camp Adventure Child & Youth Services

Debbie Zabica

Council Consultant
Camp Fire

Thomas Franklin

Chief Operating Officer
Sam Houston Area Council - Boy Scouts of America

Josh Goralski, CNP

Coordinator, Strategic Innovation
YMCA of the USA

Edwin Henderson

Service Platoon Specialist (Central Region)
The Mission Continues

Kevin Jones

Community Relations Associate
AmeriCorps NCCC Southern Region

Billy Linstead Goldsmith

National Coordinator
Fair Trade Campaigns

Christina Martinez

Program Manager
Feeding America

3:00 p.m.

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AMI 2016 Case Study Sites

On Tuesday, January 5, AMI attendees will give over 3,000 collective hours of community service to the nonprofit community in Houston by creating action plans that address an issue or challenge facing the organizations. Thank you to the following Houston nonprofit organizations for being gracious hosts to our Alliance network.

American Red Cross
Alley Theatre
Autism Speaks
Be An Angel
Big Brothers Big Sisters
Buffalo Soldiers National Museum
Camp Fire Central Texas
Catholic Charities of the Archdiocese of Galveston-Houston
CHRISTUS Foundation for Health Care
Compassionate Touch Inc.
Girl Scouts of San Jacinto Council
Girls Inc.
GO Neighborhoods
Houston Ballet Foundation
Houston Food Bank
Houston Public Library
Interfaith Ministries for Greater Houston
Junior Achievement of Southeast Texas, Inc.
Kids' Meals

M.D. Anderson Family YMCA
Nonprofit Leadership Alliance
Parris Foundation
Project GRAD
Rebuilding Houston
Rice University Center for Philanthropy and Nonprofit Leadership
Ronald McDonald House Houston
Sam Houston Area Council - Boy Scouts of America
SEARCH Homeless Services
The Beacon
The Health Museum
The Heritage Society
The Hobby Center
The Jung Center
The Nehemiah Center
University of Houston-Downtown
Volunteers of America Texas
Women's Business Enterprise Alliance

WHAT'S NEXT?

Advance your career through mission-driven service in the Catholic Charities network

Catholic Charities USA is proud to be a partner of the Alliance Management Institute and looks forward to welcoming the next generation of nonprofit leaders to serve in our network. For more information, visit www.CatholicCharitiesUSA.org



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Exhibitors

The Career and Networking Expo is located in the Imperial Ballrooms. Meet nonprofits who want to talk to you about internships and career opportunities. Learn about graduate school for nonprofit management and service-year opportunities. Discover opportunities for professional development in your nonprofit career. Look for the following organizations:

AmeriCorps NCCC
Association for Research on Nonprofit Organizations
and Voluntary Action (ARNOVA)
Association of Certified Nonprofit Professionals
Association of Fundraising Professionals
Boys & Girls Clubs of America
Boy Scouts of America
Camp Adventure Child & Youth Services
Camp Fire
Catholic Charities USA
CCS
DC Internships
Fair Trade Campaigns
Feeding America
Foundation Center

Indiana University Bloomington School of Social Work
IUPUI Lilly Family School of Philanthropy
Make-A-Wish America
National Human Services Assembly
North Park University School of Business and
Nonprofit Management
Rice University Center for Philanthropy and Nonprofit
Leadership
The Mission Continues
University of Houston-Downtown
University of Houston Graduate College of Social Work
Volunteers of America
Wounded Warrior Project
YMCA of the USA
Young Nonprofit Professionals Network (YNPN)



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Hot Topics Roundtable Discussions

Take part in this NEW area of programming for AMI during the Career and Resource Expo Sunday afternoon and Monday morning. The hot topics roundtable discussions are designed to allow students and nonprofit professionals to explore issues facing the nonprofit sector and develop action steps to address those issues, both from an individual standpoint and as a sector.

To participate, look at the projector screens in the Imperial Ballrooms during expo for a full list of topics and where they will be located and join at the times listed below. A facilitator experienced with the topic will be assigned to each table.

Remember to tweet your ideas during the session with the #AMI2016 and #AMIhottopics hashtags!

Sunday Topics, 3:30 - 4:30 p.m.

1. Environmental Sustainability
2. Character Building Through Outdoor Education
3. Following Data Trends to Make an Impact
4. Economic Sustainability
5. Social Justice
6. And more!

Monday Topics, 9:30 - 10:30 a.m.

1. Social Entrepreneurship
2. Expanding Your Network
3. Exploring Nonprofit Career Paths
4. How to Find a Job
5. Social Responsibility in the Workplace
6. Nonprofit Capacity Building
7. Responding to the Refugee Crisis
8. And more!

Monday Topics, 10:45 - 11:45 a.m.

1. Building Your Career Plan
2. Next Gen Nonprofit Advocacy: Shake Up the Status Quo
3. Addressing Diversity in the Workplace
4. Strategic Planning
5. Entry-Level Leadership
6. Using the CNP to Advance Your Career
7. And more!



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Monica Saenz
2015 graduate

UHD University of Houston
DOWNTOWN
Contact: Dr. David Branham, Director
branhamd@uhd.edu
www.uhd.edu/mnpm

Poster Sessions

In partnership with ARNOVA, the Alliance is once again hosting poster sessions at AMI. This program allows students to showcase either a best practice from their Alliance Student Association or research conducted in one or more of the Alliance competency areas. Students will give 5-minute oral presentations on their poster content to judges, students, faculty and nonprofit professionals on Monday, January 4, 2016, at 9:30 a.m. in the Imperial Foyer.

Undergraduate Research

- 1) ***Administrative Differences between Non-Governmental Organization's Overseas and American Nonprofits***
Britta Tollefsrud, Alisha Davis - University of Nebraska-Omaha
- 2) ***An Examination of the Syrian Crisis: Responses to Crisis***
Alla Yoonis - Kennesaw State University
- 3) ***Best Practices: Annual Giving Campaign***
Marcus Dunford, Marcus Kirstein, Sarah Stephany, Melanie Bressler - University of Northern Iowa
- 4) ***Brand Awareness of the Northeast Iowa Food Bank***
Sarah Hanson, Heaven Connelly, Andrew Juarez, Brittany Suchanek - University of Northern Iowa
- 5) ***Comparisons Between the Dimensions of Constituency and Board Diversity***
Elizabeth Gray - Arizona State University
- 6) ***Creating Governance Structures: A Board Manual for the Brian Jordan Foundation***
Asha Thomas, Madison Poff, Marcela Cadavid - Kennesaw State University
- 7) ***Factors Influencing Rural Nonprofit Success: An Analysis of Milledgeville Nonprofits***
Alina Korzekwa, Cecelia Borgman, Rachel Havens, Thomas Huffman, Hannah Plumb - Georgia College
- 8) ***Giving with People, Not to People***
Tatianna Barlocker, Lydia Ogles, Joshua Brimhall, Riley Spear - Brigham Young University
- 9) ***Making Wishes Come True: An Examination of Make-A-Wish Georgia***
Alicia Ebrahim - Kennesaw State University
- 10) ***Start Them Young: Helping Youth Volunteer***
Jill Hunsaker, Lizzie Koch, Amber Nielsen, Allegra Luft - Brigham Young University
- 11) ***The Waterloo Boys & Girls Club Membership Retention***
Taylor Dalecky, Christina Hackbart, Grace Fennelly, Michael Reiter - University of Northern Iowa
- 12) ***Volunteering and Nonprofit Program Development, Utilizing Your Environment***
Steven Anderson, Jeffery Cheng - Indiana University Bloomington
- 13) ***Why Engage Volunteers 50+?***
Sandra Freyer - Arizona State University

Graduate Research

- 1) ***A Customized Smartphone App for Individuals with Co-Occurring Disorders: Implementation and Evaluation Plan***
Rosemary Lowery - Eastern Michigan University
- 2) ***Beyond Nonprofit and For-Profit: Emerging Models***
Carley Johnston, Fallan Stark, Rachel Patterson, Kelsey Umthun - University of Northern Iowa
- 3) ***Feasibility Study of Nonprofit Board Training at Eastern Michigan University***
Lora Stevens - Eastern Michigan University

Best Practices

- 1) ***A Productive Retreat***
Cynthia Huynh - Arizona State University
- 2) ***Education Initiatives in the Nonprofit Sector: An International, National and Local Perspective***
Megan Kelly, Chantel White - Indiana University Bloomington
- 3) ***Georgia State University Social Media Clinic***
Pascale Nicoleau, April Piplica - Georgia State University
- 4) ***Quarter Mile Challenge***
Emily Stamas, Caroline Mullin, Courtney Ross - Wright State University
- 5) ***Stay Calm and Keep Private: Protect Your Organization's Reputation with Social Media Policy***
Victoria Guest, Kerri Driggers, Emily Flynt, Ashley Matheson - University of South Carolina Upstate
- 6) ***Volunteers: The Lifeblood of Your Nonprofit***
Brandon Summers, Marissa Eisert, Brandon Garcia, Dallas Stringham, Kalli Wyatt - Brigham Young University



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“Ask the Experts” Professional Library

The “Ask the Experts” Professional Library is another new program for AMI that gives you a closer connection to seasoned nonprofit professionals with years of experience in the field. Come prepared with questions for these individuals who have dedicated this time to help you decide the type of nonprofit job you would like to seek.

Need help with your resume and cover letter? Bring a copy to the professional library for advice from human resource professionals.

You may meet with these individuals for 15-minute slots during the Career and Networking Expo on Sunday, January 3, from 3:00 - 5:00 p.m. and on Monday, January 4, from 8:15 - 11:00 a.m. You may sign-up at registration where you will receive a card with the expert’s name, area of expertise and time of the appointment. Please be sure to be on time for your meeting.

Below are a few areas of expertise represented in the library. The full list is available at registration - get your appointment cards as soon as possible before they run out!

- Marketing and Communications
- Board Development
- Public Speaking
- Fundraising/Development
- Human Resources
- Interviewing Skills
- Resume Writing
- Health Care
- Accounting
- Research
- Event Planning
- Technology
- International Relations
- Volunteer Management

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Schedule of Events

Sunday, January 3, 2016

Time	Event	Who Is Involved	Location
12:00 - 7:00 p.m.	Registration Open	All Attendees	Imperial Foyer
1:00 - 3:00 p.m.	Informational Interviews	Students (By Appointment)	Cottonwood
1:30 - 3:00 p.m.	Student Leadership Session	Students (By Appointment)	Dogwood
2:00 - 2:45 p.m.	Student AMI Representative Meeting	AMI reps	Redbud
3:00 - 5:00 p.m.	Career and Networking Expo <i>Refreshments provided</i>	All Attendees	Imperial Ballrooms
3:00 - 5:00 p.m.	"Ask the Experts" Professional Library <i>See page 17 for a list of areas of expertise; make appointments at registration</i>	Students (By Appointment)	Window Box
3:15 - 5:00 p.m.	Quickfire Sessions for Career Development <i>See below for session information</i>	All Attendees	Imperial Ballrooms
3:30 - 4:30 p.m.	Hot Topics Roundtable Discussions <i>See page 13 for a list of topics and watch the ballroom screens for additional topics and table placements</i>	All Attendees	Imperial Ballrooms

Time	Quickfire Session Title	Presenters	Stage
3:15 - 3:35 p.m.	NextGen Internship Award: A Stepping Stone For Advancing Your Career	Jenna Cooper, CNP, <i>Director of Strategic Partnerships</i> , Nonprofit Leadership Alliance; Ethan Touch, CNP, <i>Program Coordinator</i> , Nonprofit Leadership Alliance	A
3:30 - 3:50 p.m.	You're Talking but Are They Listening?: Communications Tips for Activists and Professionals	Ilsa Flanagan, <i>Director, National Reframing Initiative</i> , National Human Services Assembly	B
3:45 - 4:05 p.m.	Get the Most Out of Your AMI Experience: A First-Timer's Guide	Crystal Henry, CNP, <i>Institute Director</i> , Nonprofit Leadership Alliance	A
4:00 - 4:20 p.m.	Creating Social Change Throughout Your Career	Chad Nico Hiu, <i>Diversity and Inclusion Specialist</i> , YMCA of the USA	B
4:15 - 4:35 p.m.	How to Raise Money for Your Alliance Student Association	A Panel of Alliance Students, Moderated by Katie Riordan, CNP, <i>CNP Relations Executive</i> , Nonprofit Leadership Alliance	A
4:30 - 4:50 p.m.	21st Century Leadership: Developing Meaningful Nonprofit Collaborations	Sarah Jo Neubauer, <i>Manager, Capacity & Leadership Development</i> , Foundation Center	B

Time	Event	Who Is Involved	Location
4:00 - 5:00 p.m.	State of the Alliance	Campus Partners	Dogwood
5:15 - 6:30 p.m.	ANE Meeting	Campus Partners	Dogwood

To view all the workshop descriptions and presenter bios, visit www.amiconference.org or scan this QR code. Special thanks to our talented workshop presenters who donated their time to help prepare the next generation of CNPs!



Schedule of Events

Sunday, January 3, 2016 (continued)

Time	Event	Who Is Involved	Location
5:15 - 6:30 p.m.	Workshop Round One	All Attendees	See Below
Session Title	Presenters	Room	
101	21st Century Leadership: Developing Meaningful Non-profit Collaborations	Sarah Jo Neubauer, <i>Manager, Capacity & Leadership Development</i> , Foundation Center	Arboretum I
102	Collective Action: Real Solutions in the Real World	Jean Beil, <i>Senior Vice President for Programs & Services</i> , Catholic Charities USA	Mesquite
103	Congratulations on the Job Offer...Don't Accept Yet!	Megan Murden, <i>National Recruitment Manager</i> , Boy Scouts of America	Arboretum II
104	Consumer Activation as a Means of Creating Social Change	Billy Linstead Goldsmith, <i>National Coordinator</i> , Fair Trade Campaigns; Kylie Nealis, <i>National Organizer</i> , Fair Trade Colleges & Universities, Fair Trade Campaigns	Conference 1
105	Do You Have What it Takes to Be a Leader?*	Richard Huebner, <i>President</i> , Houston Minority Supplier Development Council	Arboretum V
106	Getting Your Foot in the Door: Skill Building to Get Your Next Job	Christina Martinez, <i>Child Hunger Corps Manager</i> , Feeding America	Arboretum IV
107	How Nonprofits Can Utilize Free Online Tools for Growth	Chris West, <i>President</i> , LR Training	Conference 2
108	Internships: A Launching Point to Successful Careers Through Inclusion	Chad Nico Hiu, <i>Diversity & Inclusion Specialist</i> , YMCA of the USA; Josh Goralski, <i>CNP, Coordinator, Strategic Innovation</i> , YMCA of the USA	Conference 3
109	You're Hired! How to Leverage Your Community Service Experience to Land Your Dream Job	Mallie Woodfin, <i>Coordinator, Recruitment and Admissions</i> , Institute on Philanthropy and Voluntary Service	Conference 4
110	M&Ms - Morale and Motivation for Your Staff	Jazelle Zabala, <i>Student Intern Coordinator & Senior Lead Trainer</i> , Camp Adventure Child and Youth Services	Conference 5
111	Proposal Writing	Kristen Schlatre, <i>CNP, Associate Director</i> , Rice University Center for Philanthropy and Nonprofit Leadership	Redbud
112	To Succeed or Not to Succeed: Building a Roadmap to Success	Anthony Rivera, <i>CNP, Owner</i> , Sentient Solutions	Conference 6
113	You're Talking but Are They Listening? Communications Tips for Activists and Professionals	Ilsa Flanagan, <i>Director, National Reframing Initiative</i> , National Human Services Assembly	Arboretum III

(*indicates advanced-level workshops)

Time	Event	Who Is Involved	Location
7:00 - 8:30 p.m.	Opening Ceremony Dinner	All Attendees	Imperial Ballrooms

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Remember to tweet your favorite quotes with
#AMI2016 throughout the conference!

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www.NonprofitLeadershipAlliance.org

Schedule of Events

Monday, January 4, 2016

Time	Event	Who Is Involved	Location
7:30 a.m. - 6:30 p.m.	Registration Open	All Attendees	Imperial Foyer
8:00 - 11:00 a.m.	Career and Networking Expo <i>Breakfast provided until 8:30 a.m.</i>	All Attendees	Imperial Ballrooms
8:15 - 11:00 a.m.	“Ask the Experts” Professional Library <i>See page 17 for a list of areas of expertise; make appointments at registration</i>	Students (By Appointment)	Window Box
8:15 - 11:00 a.m.	Quickfire Sessions for Career Development <i>See below for session information</i>	All Attendees	Imperial Ballrooms
8:30 - 9:30 a.m.	Hot Topics Roundtable Discussions <i>See page 13 for a list of topics and watch the ballroom screens for additional topics and table placements</i>	All Attendees	Imperial Ballrooms
9:30 - 10:30 a.m.	Poster Presentations	All Attendees	Imperial Foyer
9:45 - 10:45 a.m.	Hot Topics Roundtable Discussions <i>See page 13 for a list of topics and watch the ballroom screens for additional topics and table placements</i>	All Attendees	Imperial Ballrooms

Time	Quickfire Session Title	Presenters	Stage
8:15 - 8:35 a.m.	Congratulations on the Job Offer...Don't Accept Yet!	Megan Murden, <i>National Recruitment Manager</i> , Boy Scouts of America	A
8:30 - 8:50 a.m.	Cover Letters that Get Noticed	Jennifer Lopez, <i>Vice President of Human Resources and Leadership Development</i> , YMCA of Greater Houston	B
8:45 - 9:05 a.m.	Get LinkedIn: Strategies for Using this Powerful Tool	Christa Beall Diefenbach, CNP, <i>Vice President of Marketing and Development</i> , Nonprofit Leadership Alliance	A
9:00 - 9:20 a.m.	Getting Your Foot in the Door: Skill Building to Get Your Next Job	Christina Martinez, <i>Child Hunger Corps Manager</i> , Feeding America	B
9:15 - 9:35 a.m.	Boost Your Peer Power Through the Association of Certified Nonprofit Professionals	Debbie Espinosa, CNP, <i>Associate Executive Director</i> , Downtown Oakland YMCA, <i>President</i> , Association of CNPs	A
9:30 - 9:50 a.m.	Land Your Internship or Job with CNP Launch	Jenna Cooper, CNP, <i>Director of Strategic Partnerships</i> , Nonprofit Leadership Alliance	B
9:45 - 10:05 a.m.	Turning Strategy into Execution: Fortune 500 Company Analogues and How to Apply Them in the Nonprofit Sector	Michael Wong, <i>CIO Advisory Services</i> , IBM Global Business Services	A
10:00 - 10:20 a.m.	Feeding Your Inner Leader: Strategies to Ensure Your Current and Future Leadership Success	Cathy Tisdale, <i>President and CEO</i> , Camp Fire	B
10:15 - 10:35 a.m.	Who's at the Top? Charting Nonprofit Executive Leader Career Choices	Jennifer Rinella, Ed.D., CNP, <i>Assistant Professor and Director of Nonprofit Leadership Alliance Program</i> , Rockhurst University; Dorothy Norris Tirrell, Ph.D., <i>Director of Academic Affairs</i> , Nonprofit Leadership Alliance	A
10:30 - 10:50 a.m.	Why Taco Bell Provides Better Customer Service Than Your Nonprofit—and What to Do About It	Brian Green, <i>President and CEO</i> , Houston Food Bank	B

Schedule of Events

Monday, January 4, 2016 (continued)

Time	Event	Who Is Involved	Location
11:00 a.m. - 12:15 p.m.	Morning Keynote Session David Williams, <i>President and CEO</i> , Make-A-Wish America	All Attendees	Imperial Ballrooms



David Williams
President and CEO
Make-A-Wish America

As president and chief executive officer, David Williams leads the national staff and 62 chapters of Make-A-Wish America® in its simple, heartfelt mission: granting the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength and joy.

Since 1980, the world's largest wish-granting organization has granted the wishes of more than 250,000 children in the United States. Williams joined the organization in January 2005. Under his leadership, the national office annual revenue has nearly tripled since 2005 to \$88 million, distributions to chapters have increased six-fold to \$56 million, and overall revenue including chapters has increased by over \$100 million to \$310 million.

Before joining Make-A-Wish America, Williams spent 11 years at Habitat for Humanity International, rising to executive vice president and chief operating officer. Williams began his work in nonprofit leadership by serving as executive director of the Houston Food Bank for 11 years. Williams earned a bachelor's degree in business administration from Bloomsburg (Pa.) University and a master's degree in business administration from the University of Houston. Williams lives in Cave Creek, Ariz., with his wife Martha. They have two children, Kate and Carson.



Time	Event	Who Is Involved	Location
12:15 - 1:45 p.m.	Break for Lunch	All Attendees	Underground Restaurants
12:15 - 1:45 p.m.	Campus Partner Workshop <i>Lunch Provided</i>	Campus Partners	Dogwood
12:15 - 1:45 p.m.	Association of CNPs Business Meeting <i>Lunch Provided</i>	Certified Nonprofit Professionals	Executive Suite
2:00 - 3:15 p.m.	Professional Development Workshop	Campus and Nonprofit Partners	Dogwood

There are many restaurants located in the Underground, which is accessible from the stairwell in the corner of the hotel, just past the Einstein Bros. shop. Below is a list of restaurants within minutes of the hotel.

- Bouray's Restaurant (Vietnamese)
- Don Patron Bar & Grill (Tex-Mex)
- Downtown Café
- Downtown Market & Café
- Einstein Bros. Bagels
- Jason's Deli
- McDonald's
- Pappas Bar-B-Q
- Salata Allen Center
- Snap Kitchen (health-conscious)
- Subway
- Treebeards (Cajun)
- Wendy's
- Which Wich

Schedule of Events

Monday, January 4, 2016 (continued)

Time	Event	Who Is Involved	Location
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2:00 - 3:15 p.m. Workshop Round Two All Attendees See Below

	Session Title	Presenters	Room
201	Building Intercultural Competency: Expanding World View in the Context of Nonprofit Management	Dr. Jennifer Wade-Berg, CNP, <i>Associate Professor and Campus Director of Nonprofit Leadership Alliance Program</i> , Kennesaw State University	Arboretum V
202	Building Your Own Personal Board of Advisors*	Danielle Conlon, CNP, <i>Major Gift Officer</i> , American Red Cross	Conference 1
203	The Business Ethics of a Nonprofit	Elliot Gershenson, <i>President Emeritus</i> , Interfaith Ministries for Greater Houston	Arboretum III
204	Creative Collaborations for Transformational Growth*	Jackie Lyles, <i>CEO and Founder</i> , Transformational Growth Institute	Conference 2
205	Dancing with the Media: 10 Steps to Make the News	Tiffany Hunter, <i>Chief Communications Officer</i> , Barbara Bush Houston Literacy Foundation	Redbud
206	Delivering Our Cause: Policy, System, Environmental Change*	David Lopez, <i>Vice President of Social Responsibility</i> , YMCA of Greater Houston; Ar'Sheill Monsanto, <i>State Advocacy Director</i> , Texas State Alliance of YMCAs	Conference 3
207	Donor Cycle and Donor Motivations	Anne Murphy, <i>Principal</i> , Dini Spheris; Rebecca Lamb, <i>Consulting Projects Manager</i> , Dini Spheris	Conference 4
208	From Grassroots to Global: Lessons Learned Along the Journey	Sylvia Bolling, <i>Community Liaison</i> , Aldine Family Hope Center	Arboretum II
209	How the Heck Did I Get Here? Financial Management of Human Service Managers	John Prior, <i>Director of Quality and Compliance</i> , Catholic Charities of the Archdiocese of Galveston-Houston	Conference 5
210	Identity at Work: Grappling with Bias in the Workplace	Eirill Alvilde Falck, CNP, <i>Manager, External Relations</i> , Pulmonary Fibrosis Foundation	Conference 6
211	Life After the Alliance: Now What?	Sarah Williams, CNP, <i>Executive Director</i> , Hannah's Treasure Chest	Arboretum IV
212	The Psychology of Volunteer Recruitment*	Sarah Adams, <i>Director of Volunteer Recruitment</i> , Voices for Children	Arboretum I
213	Snap This! How Social Media Impacts You and Your Nonprofit	Lisa Chmiola, <i>Director of Major Gifts and Planned Giving</i> , St. Agnes Academy	Mesquite
214	Successful Events: Fundraising, Friendraising and Awareness	Holly Lang, <i>Consultant</i> , Dini Spheris; Bronwyn Beauchamp, <i>Consulting Projects Manager</i> , Dini Spheris	Cottonwood

(*indicates advanced-level workshops)

Time	Event	Who Is Involved	Location
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3:30 - 4:45 p.m. ANE Meeting Campus Partners Dogwood

3:30 - 4:45 p.m. Nonprofit Partner Meeting Nonprofit Partners Window Box

3:30 - 4:30 p.m. Prospective Partner Meeting Prospective Campus Partners Executive Suite

Schedule of Events

Monday, January 4, 2016 (continued)

Time	Event	Who Is Involved	Location
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3:30 - 4:45 p.m. Workshop Round Three All Attendees See Below

Session Title	Presenters	Room
301 The Board-CEO Strategic Governing Team: Building High-Impact Board-CEO Leadership*	Sue Buchholtz, <i>CEO and President</i> , Evergreen Life Services	Mesquite
302 How to Structure the Change You Want to Be in the World	Regina Mellinger, <i>President and CEO</i> , Primary Services	Arboretum V
303 How to Understand and Compete in Today's World of Nonprofit Communication Planning and How to Prepare Yourself for Personal Growth	Frances Castaneda Dyess, <i>President</i> , Houston East End Chamber of Commerce	Arboretum IV
304 Living the Fairy Tale: Deterring Fraud*	Leslie Berardo, <i>Partner</i> , Carr Rigg & Ingram (CRI)	Conference 1
305 One Thing You Need for Successful Cross-Sector Collaborations, But Few Have	David Styers, <i>Manager of Program and Business Development</i> , Presidio Institute	Conference 2
306 Promoting Safety, Inclusion and Well-Being for LGBTQ Youth	Vincent Pompei, <i>Director, Youth Well-Being Project and Conference Chair, Time to THRIVE</i> , Human Rights Campaign Foundation	Conference 3
307 Rally, Retain, Recognize: The Art of Managing Volunteers	Kristen Stubbs, <i>Chief Development Officer</i> ; Sarah Amin, <i>Volunteer Management VISTA</i> ; Ashley Danna, <i>Volunteer Management VISTA</i> ; Barbara Bush Houston, Literacy Foundation	Arboretum I
308 Start Your Own Nonprofit on a Shoestring	Kacey Kroeger, <i>CNP, Co-Founder and President</i> ; Barbara Oakley, <i>Certified Project Manager</i> , Plus One Foundation	Arboretum III
309 Staying in the Black: Financial Management of Nonprofits	Debbie Espinosa, <i>CNP, Associate Executive Director</i> , Downtown Oakland YMCA, <i>President</i> , Association of CNPs	Arboretum II
310 There's Money in Listening	Joseph Burke, <i>Executive Vice President of Development</i> , Junior Achievement of Southeast Texas	Conference 4
311 Unleash Your Movement: Move from Stuck to Strategy	Randryia Houston, <i>CNP, Social Movement Mentor</i> , RLH Coaching & Consulting	Conference 5
312 You CAN Talk About Religion! Religious Literacy in the Workplace	Gregory Han, <i>Director of Interfaith Relations</i> , Interfaith Ministries for Greater Houston	Conference 6
313 Youth: Our Leaders of Tomorrow	Fran Parent, <i>Director, Volunteer Services</i> , Baylor St. Luke's Medical Center; Nancy Villarreal, <i>Volunteer Coordinator</i> , Baylor St. Luke's Medical Center	Redbud

(*indicates advanced-level workshops)

Time	Event	Who Is Involved	Location
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5:00 - 6:30 p.m. Informational Interviews Students (By Appointment) Cottonwood



The Association of Certified Nonprofit Professionals invites all CNPs to join them at the CNP networking event on Monday at 6:30 p.m.

If you are a CNP or are receiving your CNP credential during the conference and you are interested in the benefits of joining the Association of CNPs, please visit the Association of CNPs booth to learn more.

Schedule of Events

Monday, January 4, 2016 (continued)

Time	Event	Who Is Involved	Location
5:00 - 6:15 p.m.	Workshop Round Four	All Attendees	See Below
Session Title	Presenters	Room	
401	Changing the Game: How to Build Personal Community Capital and Expand Professional Experiences	Arika Wells, CNP, <i>Manager, Operations and Finance</i> , University of Arizona, National Institute for Civil Discourse; Christine Antoine, <i>Legislative Liaison</i> , California State University, San Marcos	Arboretum II
402	Dimensions of Diversity	Chad Nico Hiu, <i>Diversity and Inclusion Specialist</i> , YMCA of the USA; Sherry Bernard, CNP, <i>Sr. Youth Development Director, Teens</i> , YMCA of Greater Houston	Mesquite
403	I Have a Great Idea, Now What?: Understanding Legal Frameworks-Ugh!	Dr. Julianne Gassman, CNP, <i>Associate Professor and Campus Director of Non-profit Leadership Alliance</i> , University of Northern Iowa	Arboretum III
404	Identity Lottery	Dr. Juliana Flinn, CNP, <i>Professor of Anthropology and Campus Director of Non-profit Leadership Studies</i> , University of Arkansas at Little Rock	Conference 1
405	Making the Case: The Use of Persuasion in Fundraising*	Taryn Baranowski, <i>Director of Marketing and Communications</i> , YMCA of Greater Houston	Arboretum V
406	Moneyball for Nonprofits: Getting a Strategic Plan to Home Plate Using Data	Nathan Brown, <i>Principal Evaluator</i> , TrueBearing	Conference 2
407	Network, Navigate and Nurture	Michelle Ngome, <i>Networking Coach</i> , Line 25 Consulting	Arboretum IV
408	Stretching Every Dollar of Your Marketing Budget to Work for You	Corey Shadd, <i>Vice President of External Relations</i> , Evergreen Life Services	Redbud
409	Taking Nonprofits to New Heights with HEAV- ENDROPt	Nancy Giles, <i>Director of Social Enterprise</i> ; HEAVENDROPt; Sue Buchholtz, <i>CEO and President</i> , Evergreen Life Services	Conference 3
410	What's all that Alphabet Soup? Advanced Credentialing for Nonprofit Careers	Dr. Nathan Schaumleffel, CNP, <i>Nonprofit Consultant, Associate Professor and Campus Director of Nonprofit Leadership Alliance</i> , Indiana State University	Conference 4
411	Generation Gap: The Hazards of Working Intergenerationally	Warren Wenner, CNP, <i>Director of Meals on Wheels</i> ; Tabinda Ghani, CNP, <i>Client Services Manager</i> , Interfaith Ministries for Greater Houston	Conference 5
412	You Mean You Want Results? The Task of Demonstrating Social Good	Amy Davison, <i>Instructor</i> , University of Northern Iowa	Arboretum I

(*indicates advanced-level workshops)

Time	Event	Who Is Involved	Location
6:30 p.m.	Dinner on your own/ free night to explore Houston	All Attendees	See below
6:30 - 8:00 p.m.	CNP Networking Reception	Certified Nonprofit Professionals (CNPs)	Dogwood
6:30 - 8:00 p.m.	Prospective Partner Dinner	Prospective Partners (Invitation only)	Window Box
8:00 - 10:00 p.m.	Partner Reception	Alliance Campus and Nonprofit Partners	Executive Suite

There are many restaurants within walking distance of the hotel and accessible by the METRORail. Click on the QR code to the right for a guide to help navigate downtown Houston. The closest light rail stop to the Hyatt is Main Street Square Station.



Schedule of Events

Tuesday, January 5, 2016

Time	Event	Who Is Involved	Location
8:00 - 10:30 a.m.	Registration Open	All Attendees	Imperial Foyer
8:30 - 10:00 a.m.	Morning Keynote Session Dr. Emmett Carson, <i>CEO and President</i> , Silicon Valley Community Foundation <i>*Please sit at your designated case study table</i>	All Attendees	Imperial Ballrooms



Emmett D. Carson
CEO and President

Emmett D. Carson, Ph.D., is the founding CEO of Silicon Valley Community Foundation. An international thought leader in the field of philanthropy, in 2006 he led the unprecedented merger of two community foundations, creating SVCF. With a growth in assets from \$1.4 billion to over \$6.5 billion, SVCF is the nation's largest community foundation and in the top 10 among all types of foundations. SVCF's 1,700 family and corporate donor funds support a wide range of causes in the Bay Area, across the nation and around the world.

Before this, Emmett had a distinguished 12-year career as CEO of The Minneapolis Foundation and prior to that oversaw the Ford Foundation's U.S. and global grantmaking program on philanthropy and the nonprofit sector.

Dr.

Emmett has published more than 100 works on philanthropy and is an authority on issues of social justice, public accountability and African American giving. He is consistently recognized as one of the most influential nonprofit leaders in the U.S. and has honorary degrees from Indiana University, Morehouse College and The National Hispanic University. Emmett received both his master's and Ph.D.

degrees in public and international affairs from Princeton University and his bachelor's degree in economics, Phi Beta Kappa, from Morehouse College.

Time	Event	Who Is Involved	Location
8:45 - 9:30 a.m.	Facilitators Training Session	Case Study Facilitators	Window Box
10:00 a.m. - 4:00 p.m.	Case Study Experience	Students	Area Nonprofits
11:30 a.m. - 4:30 p.m.	Board of Directors Lunch and Workshop	Alliance Board of Directors	Cottonwood
4:00 - 5:00 p.m.	Transportation to Hyatt from Area Nonprofits	Students	
5:00 - 6:00 p.m.	President's Reception for Sponsors, Host Committee and Board of Directors	(Invitation-only)	Window Box
6:00 - 8:00 p.m.	Closing Dinner and Awards Ceremony	All Attendees	Imperial Ballrooms



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CHILD HUNGER CORPS



The **Child Hunger Corps** is a team of service participants placed individually at Feeding America member food banks. During a two-year placement, Corps Members **assess and develop local capacity** to execute program models targeted towards the alleviation of child hunger. The goal of the program is to increase the number of nutritious meals served to children in need.

Applications now available at www.feedingamerica.org for placements beginning August 2016.

CONTACT US:

CHILDHUNGERCORPS
@FEEDINGAMERICA.ORG

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NextGen Awards Program *Internship Stipends for YOU*

If you are a student and have not yet completed your internship, consider applying for the NextGen award spring cycle! To be considered for the NextGen award, please submit your online application by Friday, February 19, 2016. Visit www.nonprofitleadershipalliance.org/resources/nextgen for an application guide and a link to apply.

To learn more about the program, please attend the quickfire session at the Career and Networking Expo on Sunday, January 3, at 3:15 p.m. in the Imperial Ballrooms: *NextGen Internship Award: A Stepping Stone For Advancing Your Career*. If you miss the session, be sure to inquire about the opportunity at the Nonprofit Leadership Alliance booth near AMI registration.

The Alliance provides a critical link between talented professionals and nonprofit careers through CNP Launch. This cloud-based employment matching solution brings nonprofit internships and jobs directly to students and CNPs.

During AMI, students can access their CNP Launch profile at the Technology Center (near registration). Once students activate their Salesforce profile through the "My Resume" tab, they earn a CNP Launch ribbon for immediate recognition at AMI. Visit the Alliance booth if you have any questions!

Learn more about this program by attending the quickfire session at the Career and Networking Expo on Monday, January 4, at 9:30 a.m.: *Land Your Internship or Job with CNP Launch*.



LinkedIn

The Nonprofit Leadership Alliance has developed tools to help you create or enhance your LinkedIn profile to market yourself for nonprofit employment. Visit the Technology Center near the Alliance booth at registration to get tips on improving your profile.

Learn more about using LinkedIn by attending the quickfire session at the Career and Networking Expo on Monday, January 4, at 8:45 a.m.: *Get LinkedIn: Strategies for Using this Powerful Tool*.

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WWW.MISSIONCONTINUES.ORG/GET-INVOLVED

Student Accomplishment Ribbons



Students whose final CNP requirement is to attend AMI, may proudly wear the CNP ribbon. Make sure you submit your online profile to your campus director for approval, and pay your credentialing fee. Additionally, all graduates of an Alliance or American Humanics program will receive a CNP ribbon with their name badges.

Students who will earn their CNP credential by August 2016 are eligible to receive the CNP Designate ribbon. You must have completed at least 50% of your Alliance competencies in your online profile. To receive the ribbon, notify your campus director that your profile is updated and request that they change your CNP status to "CNP Designate."



Students and CNPs who have activated their CNP Launch access on your student profile will receive the CNP Launch ribbon. Gain access to this helpful job and internship matching site by entering your LinkedIn profile URL in the "My Resume" tab in your online profile. Learn more about it at the Career and Networking Expo and visit the Alliance booth to find the internship or job of your dreams.

Students who hold a leadership role in the student association for the 2015-2016 school year receive the Student Leader ribbon. Indicate your role (President, Secretary, AMI representative, etc.) in your online profile in the "Student Leadership Position (FY16)" field under the "My Details" tab.



Students and CNPs who have received the NextGen award receive a NextGen Leader ribbon. If you have not completed your internship and are interested in becoming a NextGen award recipient, check out page 27 in the program to learn how to apply. *Students who submitted an application to the NextGen Spring 2016 cycle will receive a sticker for their name badges!*

Students who are participating in the poster session during AMI 2016 receive the Poster Presenter ribbon. The presentations will take place in the Imperial Foyer on Monday, January 4, at 9:30 a.m.



Other Conference Ribbons



NonprofitLeadershipAlliance.org



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