Welcome from the Fiscal Sponsorship Team!

The NonProfit Center
Jonathan Spack Community Conference Center
89 South Street
Boston, Mass. 02111
Dear Colleagues,

Welcome to the second Fiscal Sponsorship Conference!

It’s been a little more than a year since our first Fiscal Sponsorship Conference, and TSNE MissionWorks has undergone some exciting changes during this time. We have a new name and added new staff including an Interim CEO, and new Directors of Consulting, Human Resources, Operations and Technology, as well as four new Board members; and we are in the process of searching for our new, permanent CEO.

In addition, our program teams have been working together on the process of more fully aligning our services to better support our clients’ consulting, training and operational needs. This work prioritizes systems and technology improvements and better communication to make TSNE MissionWorks a more connected, adaptable and effective partner to your organization.

During this year’s conference, we will learn together about resilience and how organizations become flexible, adaptable and responsive. Our conference program is filled with sessions and discussions on topics such as evolving your leadership, strategic financial management, and creating a more equitable and inclusive workplace. We’ve also invited our colleagues from projects we fiscally sponsor to share their creative ideas with you on topics as varied as adapting to change, successful approaches to fundraising and new technologies.

Our fiscal sponsorship group continues to grow as we add more projects to our portfolio. We are excited to extend a warm welcome to the newest members of our fiscal sponsorship family: The FIND Program, The Teacher Collaborative, Boston Basics, Prosecutor Impact, Providence Children and Youth Cabinet, and RIZE MA. These groups continue to be trailblazers in their field, as well as our more than 80 projects already on board.

We hope the next two days will spark new ideas, new thinking, and new relationships that make our organizations stronger and more effective. Looking forward to connecting with all of you!

Tammy Dowley-Blackman  
Board President

Asta Petkeviciute  
Director of Fiscal Sponsorship
ACEs Connection Network
Active Living By Design
Ada Developers Academy
A Way Home America
A Way Home Washington
Boston Basics
Blue Butterfly Collaborative
Building Movement Project
BUILD Initiative
Campaign for a Commercial-Free Childhood
Carrot Project
Center to Support Immigrant Organizing
Collaborative Health Solutions
Commonwealth Seminar
Community Boat Building
Community Votes
Connecticut School Finance Project
Constellation Philanthropy
Deerin Babb-Brott
Design Studio for Social Intervention
Early Childhood Funders’ Collaborative
Early Childhood Workforce Investment Initiative
Farm to Institution New England
Financial Transparency Coalition
First Teacher
FRESH New London
Future Chefs
Gardening The Community
Global Family Research Project
Hispanic Black Gay Coalition
Institute for Social and Economic Development
Integrity Initiatives International
Lawrence Dream Network
Maine Food Strategy
Massachusetts Farm to School Project
Massachusetts Organization for Addiction Recovery
Matahari Women Workers’ Center
Massachusetts Voter Table
Medical Legal Partnership | Boston
National Coordinating Center of the Network for Public Health Law
National Network of Fiscal Sponsors
Neighbors United for a Better East Boston
New Entry Sustainable Farming Project
Nonprofit Centers Network
Northeast Regional Ocean Council
Opportunities Exchange
Population Health Improvement Partners
Prosecutor Impact
Providence Children and Youth Cabinet
Real Food Challenge
Rhode Island Food Policy Council
Rhode Island Land Trust Council
RIZE MA
Safe Havens Interfaith Partnership
Station1
The FIND Program
The Teacher Collaborative
Tools of the Mind
Truth, Racial Healing & Transformation Project
Wildflower Foundation
Worker’s Justice Project
yogaHOPE
Schedule of Events

RESILIENCE DAY ONE
Tuesday, April 3, 2018

Registration Opens
Community Conference Center (East)  8:00 a.m.

Breakfast
Community Conference Center (West)  8:30 a.m.–9:00 a.m.

PLENARY SESSIONS
Community Conference Center (West)

Welcome
Presenters: Asta Petkeviciute and Tammy Dowley-Blackman, Board President, TSNE MissionWorks  9:00 a.m.–9:30 a.m.

Networking
Getting to know who’s in the room and what resilience means to them.  9:30 a.m.–10:15 a.m.

Energy Break  10:15 a.m.–10:30 a.m.

Diversity and Inclusion: Beyond Training
Presenters: Trina Jackson, P. Stewart Lanier, and Gina Patterson, TSNE MissionWorks  10:30 a.m.–11:30 a.m.

The call to embrace equity and inclusion in our organizations has been brought to the forefront in the last decade as a way to make organizations more impactful. It means, though, taking the time to assess, understand and address the organizational norms and deeply embedded structures and processes that might get in the way of a truly equitable workplace. Building strong relationships, developing shared analysis of needs, and generating support for sustained implementation is all part of the equation. In this session, we will look at the gaps between aspiration and reality, and share strategies for starting where you are and moving forward in the journey to full inclusion.
**Keynote Speaker**

Dr. S. Atyia Martin, CEM, CEO & Founder, All Access, Inc.

Dr. Martin, former Chief Resiliency Officer for the City of Boston, will discuss the intersection of organizational and personal resilience through the lens of racial equality and social justice.

**Lunch Break and Networking**

Community Conference Center (East)

**BREAKOUT SESSIONS: 1:30 p.m.–3:00 p.m.**

**Evolve Your Leadership to Fit Your Lifecycle**

Community Conference Center (West)

*Presenter: P. Stewart Lanier, TSNE MissionWorks*

There are unique management and leadership needs at different stages in an organization's lifecycle. How can you identify where you are, where you might be going and what’s the best way to help you get there? In this workshop, we'll consider two models that use different management and leadership structures and discuss the potential implications for your organization. This content is especially relevant for startups and relatively young organizations. Some older organizations will find it useful if they are considering developmental growth and restructuring.

**Know Your Networks: Leverage Who You Know to Recruit Who You Want**

Community Conference Center (East)

*Presenter: Jodi Dowling, TSNE MissionWorks*

Leveraging your professional networks and contacts is crucial to successful recruiting for an executive, senior staff, or program staff. What are the key elements to building this capacity in your organization? We will look at the value of knowing your networks, how and where to find contact leads, the process and tools used, as well as common related search practices for developing a strong candidate pool.

**The Ins and Outs of Government Procurement**

First Floor (Board Room)

*Presenter: Cyndi Cadigan, TSNE MissionWorks*

Anyone who contracts with the government knows that the process can be daunting. As of July 1, 2018, some changes to government procurement will impact what we consider when buying goods and services, and how to make documenting the process quicker and easier. Join us to explore these new rules and get a head start on planning.
Energy Break
Community Conference Center (East)

BREAKOUT SESSIONS: 3:30 p.m.–4:45 p.m.

Looking at Leadership Differently
Community Conference Center (West)
_presenters: Lee Swislow, Lyn Freundlich and Joanne Horgan, TSNE MissionWorks;
Ruby Reyes and Seth Kirshenbaum, former co-directors, The City School

In this session, we’ll shed light on the co-director leadership structure and explore the possibilities of it as an alternative leadership model. We’ll hear from four panelists about the benefits and challenges they’ve experienced as they’ve “walked the walk” of sharing leadership positions. Come ready to learn, ask questions, and leave with a better understanding of how co-directors operate and whether the idea is something your organization might explore.

What Does Brazilian Jiu-Jitsu Have to Do with Email Fundraising?
Community Conference Center (East)
Presenter: Luke Dringoli, Media Cause

In a world where social platforms are making it more difficult and expensive for organizations to reach supporters every day, everyone’s old friend, email, represents the best opportunity to build valuable owned relationships—if you have the modern day tactics and systems in place to support it. In this session, we’ll discuss best practices in email-based fundraising, identify tools of the trade, and run through an interactive exercise to chart out your very own community-centric marketing funnel. Mixed martial arts experience not required.

Systems that Work: New Technology
First Floor (Board Room)
Facilitated by: Suzanne Cole, Blue Butterfly Collaborative

The choices of new technology that help organize, inform and connect us has grown exponentially in the past decade. What solutions work best and how do you choose what to invest your time and resources exploring? In this peer-to-peer, roundtable discussion, representatives from fiscally sponsored projects are invited to share tips and resources and learn from others on what solutions have worked well for their organizations.

Reception to Celebrate Our Resilience
Located at: Central Bistro, 101 Arch Street
(www.centralbistro.com)

3:00 p.m.–3:15 p.m.

5:30 p.m.–7:30 p.m.
Special Sessions

**Chair Massage at the NonProfit Center**
Community Conference Center (East)
- Need a little bit of relaxation before breakfast?
- Sign up at the registration table for an 8-minute chair massage.

**20-Minute Coaching Sessions**
Sign up at the registration table for your 20 minute coaching session.
- Our coaches will work with you on topics like supervision, search and recruitment, organizational development and finances. We’ll also have experts in Concur and ADP Workforce Now on hand for demonstration and guidance.

**Registration Opens**
Community Conference Center (East)

**Breakfast**
Community Conference Center (West)

**PLENARY SESSION**
Community Conference Center (West)

**Raising Resilience**
*Presenters: Donna E. Levin, J.D., Public Health Law; Asta Petkeviciute, TSNE MissionWorks; Anne Richmond, Gardening the Community; and Katie Roy, Connecticut School Finance Project*
- Fundraising is always an endless struggle for many nonprofits. How do others approach this challenge and build successful and sustained fundraising efforts? In this panel discussion, executive directors from fiscally sponsored projects will share their secrets to fundraising success.
Energy Break 10:15 a.m.–10:30 a.m.

BREAKOUT SESSIONS: 10:30 a.m.–11:45 a.m.

Get Adaptive: One Size Doesn’t Have to Fit All
Community Conference Center (West)
Presenters: Yolanda Coentro, Institute for Nonprofit Practice; Giles Li, Boston Chinatown Neighborhood Center; Elaine Ng, TSNE MissionWorks; and Yusufi Vali, Islamic Society of Boston Cultural Center

Different types of organizations need to adapt differently. With varying organizational cultures, staff size, structures as well as unique programming and business models, not every tool or method to becoming a more flexible and resilient organization will fit all. Come learn how three very different organizations tackled this in their own way, and learned how to adapt to changing community needs and their environments.

Strategic Financial Management: What Every Program Manager and Executive Has to Keep in Mind
Community Conference Center (East)
Presenters: Asta Petkeviciute, TSNE MissionWorks and Tom McLaughlin, McLaughlin and Associates

This session will explore strategic approaches to financial management which prepare organizations to respond to significant funding changes. This hands-on workshop addresses topics like cost drivers and how we manage them, diversified funding and what that means, and what information you always want to have on hand to help understand the financial health of your organization.

Lunch and Networking 12:00 p.m.–1:15 p.m.
Community Conference Center (West)

BREAKOUT SESSIONS: 1:30 p.m.–3:00 p.m.

Tax Reform and Its Impact on Not-For-Profits
Community Conference Center (West)
Presenter: Craig Klein, CBIZ & MHM

Provisions in the new tax reform law will have a significant impact on not-for-profit organizations. From excise taxes to new unrelated business income tax (UBIT) considerations, organizations will need to take a close look at how tax reform changes will affect their tax liabilities and financial planning needs. Join Craig Klein as he reviews the impact of the tax reform bill and outlines steps for creating an action plan to address the changes.
**We Didn’t Start the Fire: Strategies for Nonprofits Working in Politically Charged Environments**
Community Conference Center (East)
*Presenter: Shaun Adamec, Adamec Communications*

The nonprofit sector increasingly finds itself at the center of political debates, making the line between the political and social sectors ever grayer. There are methods – rooted in strategic framing and crisis preparedness – for nonprofits and foundations to play a role in politically-charged issues while protecting their reputations in the long term. This workshop will explore the basic elements of reputation management for nonprofits, prevention techniques that will allow nonprofit leaders to assess risk and navigate around it, and methods of assessing ideological attacks on your brand and determining an appropriate response.

**Risk Management: Looking for Opportunities in Between the Threats**
First Floor (Board Room)
*Presenters: Joshua Sattely and Mike Rogers, TSNE MissionWorks*

Join TSNE MissionWorks attorneys for an interactive session exploring how solid risk management practices help support mission fulfillment and promote sustainability. We will cover basic risk management strategies and help you develop a risk profile and management plan along the way.

**Energy Break**
Community Conference Center (West)

**BREAKOUT SESSIONS: 3:15 p.m.–4:45 p.m.**

**Staying Relevant in a Changing World**
Community Conference Center (West)
*Presenters: Joanne Lee and Sarah Strunk, Active Living By Design*

Since its inception in 2002, Active Living By Design has strategically adapted in order to remain valued, relevant, competitive and financially solvent. It required balancing being intentional and being opportunistic in response to internal and external shifts. This session will highlight milestones from its journey and identify successes and challenges, as well as principles you can apply to your own organization.

**Progressive Performance Management**
Community Conference Center (East)
*Presenters: Lyn Freundlich and Joanne Horgan, TSNE MissionWorks*

Resilient organizations understand the need for supervisors to be adaptive. In this session, we will share a model that emphasizes that all performance, including excellent performance, needs to be managed. We will discuss how to adapt feedback and communication for all levels of performance.

**Closing and Thank You**
4:45 p.m.–5:15 p.m.
**Shaun Adamec**

Shaun is Founder and President of Adamec Communications, a strategic communications consulting practice exclusively serving mission-driven organizations. Shaun is an experienced writer and storyteller, helping to develop narrative, voice, tone and messaging for some of the nation’s most noteworthy nonprofit brands, including City Year, Mothers Against Drunk Driving, the American Red Cross, and several local, national and international philanthropic organizations. His experience in government and politics includes communications and messaging support for a City Council, a major-city Mayor, a governor and a Presidential campaign. He holds a BA in Political Science from Providence College and a MA in Government and Political Communications from The Johns Hopkins University, and lives with his wife and three children near Boston.

**Cyndi Cadigan**

Cyndi Cadigan is a Grants and Finance Manager at TSNE MissionWorks with over 15 years of experience in auditing, accounting, and finance management. Cyndi has provided financial management oversight and support efforts to projects with a diverse number of grantees and contractors, including extensive experience in ensuring compliance with donors’ requirements and Federal Grants regulations. She holds a MBA in Accounting, Information Systems, and Non-Profit Accounting from Indiana University, and a BS in Accounting from Indiana University.

**Yolanda Coentro**

Yolanda is the President and CEO of the Institute for Nonprofit Practice. The Institute seeks to equip, connect and diversify the nonprofit sector’s managers and leaders. Prior to the Institute, Yolanda was the Chief Operating Officer at Horizons for Homeless Children where she oversaw all center-based programs, as well as national and local training efforts focused on early childhood education and care for homeless children. Yolanda has extensive experience in the sector including serving as the Vice President for Programs at YWCA in Boston, chairing the Health Disparities Committee for the CBHI Advisory Council, serving on the board of Silver Lining Mentoring, and as an advisor for the Harvard-Kent Leadership and Scholarship Fund. Yolanda is a graduate of Boston College and has her Master’s in Social Work.

**Suzanne Cole**

Suzanne is co-founder and director of operations at Blue Butterfly Collaborative, and oversees the organization’s communications, fundraising, and project management. Before joining Blue Butterfly, Suzanne worked in philanthropy, first as the library manager at the Pew Charitable Trusts and then as a researcher for the Robert Wood Johnson Foundation. She holds a master’s degree in sociology from the University of Pennsylvania, a master’s degree in library and information science from Drexel University, and a BA in sociology and environmental studies from Bowdoin College, where she graduated summa cum laude. She is a member of Phi Beta Kappa and Beta Phi Mu (the honor society for library and information science).

**Tammy Dowley-Blackman**

Tammy, a graduate of Oberlin College and Harvard Graduate School of Education is an author, entrepreneur, leadership expert, nonprofit executive, philanthropic leader and professor. Tammy is the Founder and Principal of tdb group, a consulting firm specializing in organizational and infrastructure development for the philanthropic and nonprofit sectors. In addition, she is the Founder and CEO of Looking Forward Lab, LLC, which partners with corporations, educational systems and philanthropic institutions and nonprofit agencies to provide leadership development, consulting and training. Tammy is the former Executive Director of two nationally-affiliated nonprofits, and most recently, she served as the Vice President of CFLeads and as the Director of the Diversity Fellowship at the Proteus Fund. Her current board leadership includes Board President at TSNE MissionWorks and Board of Advisors at the Isabella Stewart Gardner Museum.

**Jodi Dowling**

Jodi brings over 15 years of retained executive search experience to TSNE MissionWorks. Prior to joining MissionWorks, Jodi was a senior associate of executive search with the Bridgespan Group. She has partnered with nonprofit and corporate clients across a breadth of functionalities and industries, with a particular expertise in recruiting nonprofit C-suite leaders. Earlier in her career, Jodi co-founded and managed an executive search research consultancy supporting major national search firms, specialized boutique organizations, and in-house corporate recruiting teams. She holds a Master of Liberal Arts in
Extension Studies, Sustainability and Environmental Management from Harvard University and Bachelor of Arts from Alfred University.

**Luke Dringoli**
Luke is Account Director at Media Cause. He has more than 10 years of experience in digital marketing and communications. In a previous life, he oversaw social media teams for major for-profit brands and TV networks. In this life—his favorite yet—he uses technology to help nonprofits, foundations, international NGOs, educators, social enterprises, and good causes accelerate their growth and impact online. He’s passionate about animal rights and believes in fighting for a more just, equitable, and compassionate world. When he’s not geeking out for the greater good, he’s probably on a road trip with his wife and pup, cooking up plant-based recipes, or sharpening his Jeopardy chops.

**Lyn Freundlich**
Lyn has worked for TSNE MissionWorks since 2003. She currently heads up MissionWorks’ human resources consulting and training practice. Prior to consulting, she oversaw the internal operational and personnel aspects of the organization, providing employee relations and other human resources-oriented consultation to MissionWorks’ clients. Lyn considers employees an organization’s greatest asset. The belief that people choose this work not simply to make a living but to make a difference informs her approach. She works with groups to design and implement mission related, values-based systems and practices that enable people to do their very best work. She has extensive experience helping organizations develop a culture that recognizes the importance of skilled, intentional supervision, and training and supporting supervisors.

**Joanne Horgan**
Joanne is a senior human resources manager at TSNE MissionWorks and she has more than 20 years of experience in a wide range of human resources functions, including employee relations, training, performance management, policies and procedures development, and legal compliance. She currently supports 18 nonprofit clients, each with varied missions, staffing, and programs.

**Trina Jackson**
Trina has nearly 20 years of community-based experience as an organizer, facilitator, and strategist in the social justice movement. She currently works as Practice Leader for Community Engagement at TSNE MissionWorks. Trina also serves on several boards including the National Steering Committee of Black Immigration Network. Previously, she has served as the board of directors for Alternatives for Community and Environment, an environmental justice organization; the Boston Black Women’s Health Initiative; and is a founding member of Boston Incite! Women of Color Against Violence and Boston Women of Color Coalition for Reproductive Justice.

**Seth Kirshenbaum**
For the past three and half years Seth has worked at Resist, a worker self-directed nonprofit foundation that supports people’s movements for justice and liberation. Previous to this Seth was rooted in the youth justice movement in Boston, working at The City School for twelve years and at Beantown Society (which he co-founded with a group of youth) for five. In all three of these organizations he served in the position of Co-Director.

**Craig Klein**
Craig is a Managing Director in the Not-For-Profit and Education Practice at CBIZ & MHM. He is solely dedicated to serving not-for-profit organizations and has over 25 years of experience in the tax industry with significant expertise in not-for-profit taxation matters. Craig works with cultural, educational, health and human services providers, and other complex not-for-profit organizations and foundations. Craig assists his clients with their tax service needs, including preparation and review of tax returns, advice and planning regarding unrelated business income, transactions, and issues related to tax-exempt status.

**P. Stewart Lanier**
Stewart is Senior Consultant at TSNE MissionWorks. He has made an impact in a variety of nonprofit sectors including community organizing, domestic violence, community centers, faith-based, healthcare, youth development, state government, and networks/coalitions. Stewart has a special interest in guiding nonprofits through executive and organizational transitions, and has served as an interim executive in nine organizations, including director and deputy director positions. Stewart holds a Master of Science degree with distinction from American University’s NTL program in Organizational Development, as well as the M.Div. from Candler School of Theology, Emory University. He is a United Methodist pastor, and maintains his ordination in good standing in the New England Conference of that denomination. Stewart is a member of the White People Challenging Racism facilitator group and co-facilitates this anti-racism class at the Cambridge Center for Adult
Education and other locations each year. Stewart is also the recipient of the 2016 Drylongso Racial Justice Leadership Award from Community Change, Inc.

**Joanne Lee**

Joanne is Collaborative Learning Director at Active Living By Design. She has provided technical assistance, coaching and consultation to numerous community coalitions and funders across the country, addressing a range of issues and spanning rural and urban environments. Joanne has more than a decade of experience in developing and managing collaborative learning and networks with a variety of diverse state and national cohorts. Joanne is an adventurous strategist, cross-cultural explorer, and a human and animal welfare champion.

**Donna E. Levin, J.D.**

Donna is national director of the Network for Public Health Law, where she oversees organizational strategy and operations. Before joining the Network, Donna spent over 26 years as general counsel at the Massachusetts Department of Public Health, where she had oversight of Office of General Counsel and led her team in providing guidance on statutory and regulatory authority, the development of major policy initiatives of the Department, and legislation affecting public health.

**Giles Li**

Giles is the Executive Director of Boston Chinatown Neighborhood Center (BCNC), and has been at BCNC since 2006. With more than 15 years of experience in the nonprofit sector, Giles has a proven track record of direct service, advocacy work, and management experience. Having grown up locally in an immigrant family, he has a life-long connection and commitment to the community in and beyond Chinatown. Giles was named the winner of the statewide 2017 Excellence in Leadership award from the Massachusetts Nonprofit Network, and was named a Barr Fellow in 2018. He is a cross-sector leader who serves on the board of directors for Associated Grant Makers, and has been on advisory committees for the Attorney General, State Treasurer, and Mayor’s Office for Immigrant Advancement. He holds a Master’s degree in Public Affairs from UMass-Boston and is an alumnus of the Institute for Nonprofit Practice.

**Dr. S. Atyia Martin, CEM**

Dr. Martin is the CEO & Founder of All Aces, Inc. In 2015, Mayor Marty Walsh appointed her as Boston's first Chief Resilience Officer, to lead resilience efforts throughout City government and partner with communities to engage in the difficult conversations that are necessary to move Boston forward. Her new social enterprise, All Aces, Inc., activates the power of consciousness and critical thinking to manage the ways our unconscious mind can interfere with personal and organizational resilience.

**Tom McLaughlin**

Tom McLaughlin has 18 years of experience as a nonprofit executive and 26 years as a consultant exclusively to nonprofit organizations. With over 300 published articles, 5 books, and countless success stories from boards, CEOs, executives, and managers, he brings a wealth of experience and knowledge.

**Elaine Ng**

Elaine Ng joins TSNE MissionWorks with over 20 years of experience in the nonprofit and education sectors. Most recently the Strategic Planning Director for Special Education for the Boston Public Schools, and formerly executive director of the Boston Chinatown Neighborhood Center, Elaine holds a passion and commitment for organizations that shift the paradigm of equity and access. She remains active in direct service organizations as a volunteer and board member. Elaine is privileged to be recognized for her work over the years through numerous awards and honors, including a Barr Fellowship. She holds a Master’s in Public Policy from Tufts University, and a Bachelor’s in English and Asian American Studies from UMass Boston.

**Gina Patterson**

Gina is the newest member the consulting team at TSNE MissionWorks. Gina worked in Mayor Walsh’s administration as a policy and program advisor, analyzing and structuring violence intervention and prevention efforts; and spearheading President Obama’s signature My Brother’s Keeper initiative for the City. After receiving a Bachelor’s in Psychobiology & Women’s Studies from Simmons College, Gina worked in the criminal justice and advocacy field, and then went on to receive a Master’s in Public Administration in Urban Policy & Management from Columbia University.

**Asta Petkeviciute**

Asta Petkeviciute, MBA, is the Director of Fiscal Sponsorship at TSNE MissionWorks and she brings more than 17 years of experience in organization and project management with the focus on financial management, internal and external audit management, overall systems
strengthening and organizational capacity development for nonprofit and for-profit organizations in more than 20 countries. She has provided financial management oversight and support to projects with a number of diverse grantees and contractors, including extensive experience in ensuring compliance with donors’ requirements and Federal Grants regulations. Asta has a Master of Business Administration degree from Heller School for Social Policy and Management at Brandeis University, Massachusetts and a Bachelor of Science degree in International Business from Champlain College, Vermont, USA.

Ruby Reyes
Ruby became the Director of the Boston Education Justice Alliance (BEJA) in November 2017, working towards the preservation and strengthening of public education. Previously she spent ten years at The City School. It was there that Ruby worked with her community to develop a shared leadership model that institutionalized youth leadership and voice in all parts of the organization from the board to staffing to finances. Ruby was born and raised on a small farm in South Texas.

Anne Richmond
Anne is the Co-Director of Administration and Finance for Gardening the Community (GTC). She is passionate about local food, urban agriculture, community gardens, and organizing for racial equity. She loves the way that growing food can bring people together and create community. Anne was born and raised in Cincinnati, Ohio, and has lived in Springfield for the past 21 years with her partner Todd and their children Kyle and Aaron. She comes to GTC from many years working with grassroots social justice groups. For fun she loves to travel, cook with friends, spend time outside, and read a good novel.

Mike Rogers
Mike is the Contracts and Compliance Manager at TSNE MissionWorks. He is a former Technology Transfer Specialist at Dana-Farber, and prior to that he worked as in-house counsel at Mercer. He is a graduate of Suffolk University Law School and Northeastern University.

Katie Roy
Katie is the director and founder of the Connecticut School Finance Project, which she launched in June 2015. She has more than 10 years experience in law and policy and previously served as the chief operating officer of the Connecticut Council for Education Reform. Katie attended the University of Connecticut School of Law, where she earned her law degree and certificate in tax studies. She is a Connecticut native and lives in New Haven with her family.

Joshua Sattely
Josh is the Compliance and Legal Affairs Specialist at TSNE MissionWorks. Prior to joining MissionWorks, Josh earned his JD at Vermont Law School and LLM in Commerce and Technology at the University of New Hampshire School of Law. In his spare time, Josh enjoys spending time with his family outdoors.

Sarah Strunk
Sarah is Strategic Advisor with Active Living By Design and has been with the group since its inception, first serving as Deputy Director from 2002-2005 and then as Director/Executive Director from 2005-2015. She focuses on business development, partnership development and strategic planning, and provides institutional history and guidance to organizational leadership. Her national networks and connections to collaboratives, organizations and funders helps ALBD leverage resources, tools, expertise, and ideas for deeper impact. Sarah is a healthy communities networker, integrator, and distance runner on the go.

Lee Swislow
Lee is interim chief executive officer at TSNE MissionWorks and comes with a wealth of experience as an executive director and an interim executive. She has expertise in strategic planning, financial management, organizational development and program development. Lee served for five years as Vice President at JRI Health, providing a variety of services to people with HIV/AIDS as well as LGBTQ youth; and nine years as the Executive Director of Gay & Lesbian Advocates and Defenders (GLAD), a public policy advocacy, and education organization that works toward a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation.

Yusufi Vali
Yusufi has been the Executive Director of the Islamic Society of Boston Cultural Center (ISBCC), a mosque and community center that serves over 1500 worshippers of 64 different ethnicities and is the largest Islamic institution in New England, since 2012. He is also currently a Barr Fellow. Before joining the ISBCC in 2012 he was a community organizer with the Greater Boston Interfaith Organization, advocating for better education for low income populations in Boston. Yusufi is a Fulbright Scholar, a Marshall Scholar, and a Princeton University graduate. He has an MSc in Philosophy, an MA in Islamic Studies, and a BA in Near Eastern Studies.
Thank you for visiting us and we hope to see you at our conference next year!

**TSNE MissionWorks**

**PARTNERS IN SOCIAL CHANGE**

TSNE MissionWorks partners every year with hundreds of nonprofits, foundations, community-based groups and others working for social change. We help strengthen leaders, facilitate learning, guide strategic thinking, and build organizational capacity through our dynamic mix of management and consulting services, training programs, and community investments.

We share our knowledge and experience with others, enhancing their ability to become more adaptive and effective, to think innovatively, to discover new opportunities, to achieve their missions, and to reach their goals.

Learn more about our consulting, training, fiscal sponsorship, leadership development and grant making programs online.

[www.tsne.org](http://www.tsne.org)

This conference was made possible thanks to the dedicated staff at TSNE MissionWorks. With special thanks to Diane Buxton who generously gave her time and expertise in producing this conference. With additional thanks to Julie Beauchemin, Betsy Rueda Gynn, Eliot Melo, Svenja Oberender, and Ning Yuan for their help in making this event a success.