<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Speaker</th>
<th>Session Description</th>
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<tr>
<td>10:00 -</td>
<td>Welcome and Opening Session</td>
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<tr>
<td>10:15 am</td>
<td><strong>Breakout A:</strong> Workplace Wellbeing and Returning to the Office</td>
<td><strong>Melinda Sorenson,</strong> The Wellbeing Partners</td>
<td>What does workplace wellbeing look like in a post-COVID environment? Join as we discuss wellbeing as it sits today, after a pandemic – what has shifted in flight, how we can respond today, and where we are going, together.</td>
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<td>10:15 - 11:15 am</td>
<td><strong>Breakout B:</strong> Get Your Board to Help You Fundraise - Even if They Don't Wanna!</td>
<td><strong>Kiersten Hill,</strong> Firespring</td>
<td>Are you a nonprofit trying to fundraise? You have a board—and believe it or not, your board should function as a fundraising machine. If it runs more like a college clunker than a luxury sedan, this webinar is for you. Assess your board’s fundraising personality. Motivate your board members to fundraise. Set goals and kick off campaigns. Create individual plans they will rock. Track without nagging. Use goal attainment as board engagement.</td>
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<td>11:15 - 11:45 am</td>
<td><strong>Breakout C:</strong> Understanding Implicit Bias</td>
<td><strong>Gibril S. Mansaray,</strong> G.S. Mansaray &amp; Associates</td>
<td>Implicit bias, unconscious bias, non-conscious bias. However you say it, implicit bias impacts our organizations, communities, nation, and world. Attend this learning exchange if you are looking for ways to understand, address and make positive change by learning how to eliminate negative bias. We will address: • The need for BRAVE spaces • Forms of bias • Implicit bias and its impact • Disproportionality and data • Forms of oppression “isms” • Cultural competency vs. cultural humility • What can WE do?</td>
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<td>11:45 am - 1:00 pm</td>
<td><strong>Keynote</strong></td>
<td><strong>Steven Zimmerman,</strong> Spectrum Nonprofit Services</td>
<td>If there is anything the last 18 months have taught us it is that making plans can be a fool’s errand. Ravaged by multiple pandemics, what was the secret ingredient that enabled some nonprofits to not only survive, but thrive? They had genuine relationships with their community and were led by community members who understood the organization’s model and worked with leadership to adapt. As nonprofits move forward in a dynamic, complex and integrated world, we need a new model for strategy – one focused less on prescriptive plans and more on meaningful dialogue. We offer a framework for adaptive strategy which recognizes the interdependent nature of our work and builds on the sector’s roots of people coming together to build stronger communities through impactful, sustainable nonprofit organizations.</td>
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<td>1:00 - 1:30 pm</td>
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<td>1:30 - 2:30 pm</td>
<td><strong>Breakout A:</strong> When Helping Hurts: Compassion Fatigue and the Nonprofit Professional</td>
<td><strong>Robyn Burnett &amp; Kim Hurst,</strong> Best Care EAP</td>
<td>Often times the term &quot;Compassion Fatigue” is synonymous with those in patient/client care professions, but what many nonprofit professionals have experienced over the past year very much resembles that of someone experiencing the onset of Compassion Fatigue. Compassion Fatigue has been deemed the &quot;Cost of Caring” but let’s dive in to clarifying the difference between this and occupational burnout and challenge one another to think/behave differently within our work so we can stay doing what we love for years to come.</td>
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<td>Breakout B: Budgeting for Small and Midsized Nonprofits</td>
<td>Katie Byrd &amp; Hannah Goscha, Lutz</td>
<td>Review the need for a budget in small to medium-sized nonprofit organizations, identify the participants in the budget process, devise a method/approach for creating a budget, and develop a system for monitoring performance and variance analysis.</td>
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<td>Breakout C: Words Matter: Tools for Talking to Those Outside Our Sector</td>
<td>Patrick McNamara, Partners in Change LLC &amp; Bob Wolfson, Bob Wolfson Consulting</td>
<td>How do you talk to others about the work you do? Let’s explore terms such as “not-for-profit” versus &quot;social impact&quot; or &quot;staff&quot; versus &quot;volunteer&quot; and consider whether those words matter for both the internal and external frames they use. Participants will leave with some practical tools for reframing the work of the sector and resources to communicate this framing more effectively.</td>
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**2:30 - 2:45 pm**

| Keynote Workshop: Paying for Impact | Steven Zimmerman, Spectrum Nonprofit Services | Have you ever noticed how conversations about revenue at board meetings become a game of, “Who do you know who has money?” This specific individual approach to revenue may help with short-term shortfalls but sustainability lies in a more strategic approach – determining which revenue streams to develop. This interactive workshop offers a framework for you to analyze your current revenue mix, strengthen how revenue aligns with the organization’s impact and invest in the capacities to realize your goals. There isn’t a silver bullet solution for the revenue challenges faced by nonprofit organizations. But, by considering your community and identifying the optimal revenue streams for your organization, you can develop action plans to strengthen your revenue strategy and sustainability. |

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**Presenter Bios**

**Steven Zimmerman, Spectrum Nonprofit Services**

Steven Zimmerman, CPA, MBA is the Principal of Spectrum Nonprofit Services where he provides training and consulting in the areas of finance and strategy for community-based organizations, foundations and government agencies throughout the country. Steve is a co-author of two books on nonprofit sustainability published by Jossey-Bass, The Sustainability Mindset: Using the Matrix Map to Make Strategic Decisions with Jeanne Bell of CompassPoint published in 2014 and the best-selling book Nonprofit Sustainability: Making Strategic Decisions for Financial Viability with Jeanne Bell and Jan Masáoka of CalNonprofits published in 2010. The books highlight Spectrum’s integrated approach to nonprofits which balances mission impact and financial viability. Steve’s writing has also appeared in The Nonprofit Quarterly, the Finance and Strategy column for Blue Avocado, and various BoardSource publications. Prior to starting Spectrum, Steve was a Projects Director with CompassPoint Nonprofit Services, one of the nation’s leading nonprofit consulting, training and research providers. Steve’s extensive nonprofit experience includes serving as a Chief Financial Officer, Development Director and Associate Director at community-based nonprofits where he performed turnarounds resulting in increased financial sustainability and programmatic reach. He is a Certified Public Accountant and earned a BA from Claremont McKenna College and an MBA from Yale University.

**Melinda Sorenson, The Wellbeing Partners**

Melinda is the Director of Workplace Wellbeing for The Wellbeing Partners - a nonprofit focused on building wellbeing into the way communities grow and do business, so all people and places thrive. She drives the strategy, vision, and implementation of workplace wellbeing collaborations across our communities, establishing progress within the 8 dimensions of wellbeing. Melinda received her Bachelor’s degree in Psychology from the University of Nebraska at Omaha and her Master’s degree in Strategic Industrial-Organizational Psychology from Bellevue University. She is a graduate of Leadership Omaha’s Class 43, serves as a volunteer for SkateFest, Farnam Fest, BFF Omaha, and QLI, and sits on boards for Omaha Network, Leadership Africa, and Global Education Ministries Foundation.
Kiersten Hill, Firespring
Kiersten Hill has almost 2 decades of experience in nonprofit management and fundraising. She has raised over $20 Million for Nebraska nonprofit organizations and worked to better train and equip nonprofit leaders and Boards of Directors. She frequently speaks to nonprofit groups and other organizations about fundraising, board development and organizational change. Kiersten, her husband Chad and their thirteen-year-old son Cooper live in Seward, Nebraska, with one large dog and one tiny cat. She has passions for leadership, networking, fundraising and nonprofit organizations.

Gibril S. Mansaray, G.S. Mansaray & Associates
Gibril is originally from Iowa City, IA. Professionally, he's worked in child welfare, housing justice and is an entrepreneur. Currently, Gibril works in North Omaha as a Director of Development. In 2018, Gibril founded G.S. Mansaray and Associates L.L.C., a consulting company specializing in organizational development, career development, and entrepreneurship. In 2019, Gibril founded the Pa Karim Memorial Foundation, focusing on raising funds for his family's primary school in his father's homeland of Sierra Leone, West Africa. Gibril's is married to Maurisa, who gave birth to their first child this year. They've been married four years.

Robyn Burnett, Best Care EAP
Since joining BCEAP's team in January 2018, Robyn's developed a passion for exploring ways to combat workplace distress and boost the mental health and wellbeing of an organization's workforce. She also works to educate the community about support services available through Best Care EAP and actively works to help reduce stigmas and stereotypes surrounding mental health.
With over 12 years of experience in mental health (private practice, hospital behavioral health and community behavioral health), it became evident the high rate of burnout of those in a helping profession was much more prevalent than even statistics indicate and that there was much more work to do on the preventative side of employee health and wellness.
Robyn manages BCEAP’s business development, account management, training and communication/marketing.

Kim Hurst, Best Care EAP
With a background in Training & Development and Human Resources, Kim has worked with employers in multiple industries for the last 20 years to identify, develop and retain their quality team members. She assisted in the creation of a new training department (Culture Development) and rebranding the culture of the organization through the implementation of coaching, sales & service for all employees.
Kim has gained a great deal of knowledge of understanding and utilizing our behavior and personality styles to enhance communication effectiveness and foster productivity. Kim is dedicated to help build and sustain cultures that recognize and value the unique skills, talents and abilities that diversify their organizations. She is passionate about the impact of great training, continual coaching and motivating performance management. She prides herself in being an enthusiastic and positive trainer with the ability to facilitate growth of interpersonal and communication skills in others.

Katie Byrd, Lutz
Katie Byrd, CPA, is an Audit Manager at Lutz with over seven years of related experience. She provides assurance services to businesses with a focus on the retail, service, distribution, nonprofit, and franchise industries. In addition, Katie assists with transaction advisory services and employee benefit plans.

Hannah Goscha, Lutz
Hannah Goscha, CPA, is a Senior Accountant in the Tax department in Lutz’s Omaha office. She is responsible for the preparation of individual, business and fiduciary income tax returns for clients in a variety of industries.

Patrick McNamara, Partners in Change LLC
Patrick McNamara, Ph.D. has worked locally and internationally with universities, corporations, governments, NGOs, and foundations for over 30 years. He is Director of the International Studies at University of Nebraska at Omaha (UNO) and teaches in the areas of conflict resolution, social entrepreneurship, sustainable development and civic engagement. He is also Founding Director of Partners in Change LLC, a coaching and consulting practice.

Bob Wolfson, Bob Wolfson Consulting
Bob Wolfson recently retired from his position as the Associate National Director of Regional Operations for the Anti-Defamation League where he served for 10 years and before that spent 18 years as Regional Director of Plain States Region of ADL.
Conference Hosted By

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