

Growing Cultural Inclusion Community

Our Cultural Inclusion Reunion brought program graduates together from years gone by under one roof to network and learn from one another. This is a powerful group of local professionals of color supporting one another as they confront challenges and celebrate successes.



As we reunite, we continue to grow. This year we kicked off our eighth year with the charismatic **Delia Duran Clark** as our keynote speaker. Delia woke us all up as she spoke with humor and wisdom about our most basic self-doubt question - "*Am I Good Enough?*" Sound familiar?



Our Class of 2020 is made up of an unusually impressive cohort of bright, dedicated leaders. Good enough indeed and then some!



Do You Have ESP? We Do.

This is a dream come true. Renowned nonprofit guru **Jay Vogt** is sharing his secret weapon – *The Essential Strategic Plan (ESP)*--free of charge for nonprofits in our Community InRoads (CIR) family.



Here's how it works. CIR matches our volunteer ESP Coordinators--who have been trained by Jay--with nonprofits interested in embarking in a step-by-step process that uses both a virtual consultant and a live volunteer coordinator. As Jay puts it, his process distills things down to the essential elements, eliminating the arduous fluff and getting right down to basics. An exciting collaboration with a masterful partner.

Lawyers Clearinghouse Did It Again

Lawyers Clearinghouse never fails us. They recently brought in a fantastic lawyer from the law firm **Hirsch Roberts Weinstein** to give us the very thorough skinny on Mass. Paid Family and Medical Leave.



We are planning a follow-up to this workshop as the law becomes further refined. Stay tuned.



Our relationship with corporate partner **NETSCOUT Systems** has brought us top notch professionals volunteering to help our nonprofits become even stronger. **Budget Buddies** recently profited from marketing guru **Tim Boutin (L)** who provided content for their impact stories, while IT wizard **Fernando Ricart (R)** helped **Community Giving Tree** deal with significant IT complications

The Match Maker Thanks Our Volunteers

ANDOVER CHORAL SOCIETY breathed a sigh of relief when **NETSCOUT** employee **RAKESH KASEVAN** resolved their Google Analytics reporting problem.

ACT LAWRENCE landed one helluva find in their new board member, **HENRY OCH**. Henry is a senior-level executive who will bring a wealth of business talent to ACT.

BERKELEY RETIREMENT HOME capitalized on **TODD SMITH'S** excellent facilitation skills to help their board engage in strategic visioning for their nonprofit's future.

BETHANY COMMUNITY SERVICES was fortunate to be matched with a wonderful attorney, **KARA JOHNSON**, for a legal review of their employee handbook.

BREAD & ROSES SOUP KITCHEN is full of gratitude for senior HR professional **KEVIN REID** for a thorough analysis of their Executive Director's compensation package.

BREAD & ROSES HOUSING was guided through Board Roles to Goals by stellar volunteer **YVONNE LA-GARDE**. Their board also welcomes 3 awesome Cultural Inclusion grads - **THERESE CHAHINE**, **CYNTHIA ROMERO** and **RIKELMA VARGAS**.

BUDGET BUDDIES received excellent marketing content with the help of **NETSCOUT** employee **TIM BOUTIN**. Tim exemplifies professionalism at its finest.

COMMUNITY GIVING TREE was the fortunate recipient of IT guy and Netscout employee **FERNANDO RICART** who provided professional guidance in creating an efficient, working computer system.

COMMUNITY INROADS' is still smiling since Cultural Inclusion grad **ANDRES SILVA** agreed to join their Board. A special thanks to **JUDITH KAMBER**, **JADI TAVERAS**, and **STEPHANIE MUSCAT** for facilitating the first three Cultural Inclusion sessions for the Class of 2020. We declare this a home run!

FAMILY SERVICES was matched with the best of the best, with graphic designer **CHRIS SCHENA** refreshing their collateral material and **HENRY OCH** joining their board.

FIREWOODS MISSION was fortunate to receive excellent budget assistance from professional **GISELA FERNANDEZ**.

FOSTER KIDS OF THE MERRIMACK VALLEY'S brought on two dynamo Cultural Inclusion grads: the marvelous **YAHAYRA MICHEL-SMITH** and glorious **GLORIA MEDERO**.

GLCAC on-boarded 2 winners: **ZEKE CRUZ** and Cultural Inclusion grad **DIGNA JHONSON**. Also a big thanks to **NETSCOUT'S** immigration lawyer **AUKSE USAITE** for developing training on public charge rule for their agency.

JEANNE GEIGER gives a huge thumbs up for Cultural Inclusion grad **GISELLE PEREZ**, their new board member!

MERRIMACK RIVER WATERSHED COUNCIL lavishes praise for **HAL TORMAN'S** professional help with their budget.

NILP, **BREAD & ROSES HOUSING**, and **SI SE PUEDE** love **BRENDA WASLIK'S** Lawrence Technical HS graphic design students' creative work -from fliers to logos-all superb.

PROJECTS FOR YOUTH CORI is so thankful for **YVONNE LA-GARDE'S** thorough training on Board Fundamentals.

RUTH'S HOUSE struck it rich with **CATHY LANDRY'S** board training on financial analysis. Cathy, you are magnificent.

SI SE PUEDE'S awesome new ED adores **JANICE VALVERDE** for her initial coaching on grant writing and preparation.

SOMOS GREEN was fortunate to be matched with finance pro **CATHY LANDRY** for Quickbooks guidance.

UNCOMMON THREADS' Board of Directors received a jewel in Cultural Inclusion grad **NANDI MUNSON**