

## COVID OR NOT, HERE WE COME

What just happened? Suddenly the world as we know it wobbled and lost its footing. Two months ago, our nonprofits were busily providing access to food, shelter, affordable housing, youth programs, community gardens, the arts, and a myriad of essential human services. Then the cold reality of Covid struck our little slice of the world. Lockdowns. Layoffs. Destroyed businesses. Rampant unemployment and growing food lines. Today, our nonprofits' missions continue with rock steady determination – but more often than not with inadequate staff to meet the overwhelming demands. As Community InRoads works to keep our nonprofits strong so that they can continue to serve the men, women and children of our community, the collective task for all of us is to understand this moment, what it might require of us, and what it might make possible.

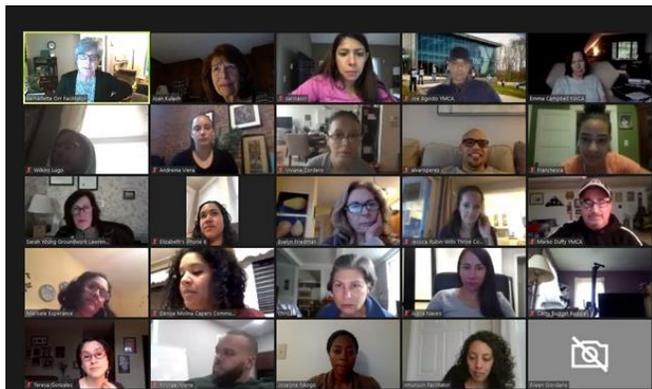
### Cultural Inclusion, then and now

From breaking bread at our interactive workshops to sharing hugs and personal milestones, we suddenly were forced to stop meeting in person.



*Lynette McRae and Jennifer Matthews (L'Arche Boston North) meet with potential Board recruits at our Board Walk at El Taller*

Instead, we migrated to a virtual platform to complete our last three workshops and to explore new Board matches.



In May, we proudly graduated 15 magnificent local professionals. As they bring their wisdom into this new world, they will be an important force to confront new challenges and explore possibilities.

### From the Room to Zoom

Now more than ever, our nonprofits recognize the importance of coming together in small sector groups to problem solve and share resources to feed the hungry and provide essential resources to those in need. As they coach one another through PPPs, EIDLs, and the handling of new covid guidelines over Zoom, their challenges seem a little less daunting as a united effort.



*Our last face-to-face ED Roundtable with Congresswoman Lori Trahan at the Berkeley Retirement Home*



Similarly, our trained Essential Strategic Plan volunteer facilitators collaborated virtually to refine Zoom techniques that will guide our nonprofits through strategic planning in this time of great unknowns.



Community InRoads has been hosting a series of TV shows through North Andover Cable Access TV called “Watch for the Helpers” highlighting the challenges our nonprofits are confronting during Covid and ways the public can help.

Faced with the necessity to perform business through remote platforms, Kristen Clifford of the Harvard Business School conducted Zoom workshops for our nonprofits to transform Baby Zoomers into Uber Zoomers.

## The Match Maker Thanks Our Volunteers

**ACT LAWRENCE** thanks **ATTORNEY KARA JOHNSON** from Spruce Law who paid a virtual visit to the CFO roundtable to answer specific employee-law questions related to Covid.

**ANDOVER CHORAL SOCIETY** is so pleased that **TODD SMITH** has volunteered to walk their Board through the Essential Strategic Plan process as well as help them consider new ways of doing business as a result of Covid.

**BREAD & ROSES HOUSING** is proud to have brought on two new Cultural Inclusion graduates onto their Board of Directors: **VIVIANA CORDERO GARCIA** and **TERESA GONZALES**

**COMMUNITY INROADS** is pleased to have recruited Cultural Inclusion graduate **GISELA FERNANDEZ** onto its Board. It was another stroke of luck that **TOM CONNOLLY**, our volunteer Essential Strategic Plan facilitator also agreed to sit on the Board. We are also infinitely grateful to **TODD SMITH** for volunteering to train new volunteer facilitators in Board Roles to Board Goals.

**GROUNDWORK LAWRENCE** has two great Cultural Inclusion graduates now sitting on their Board of Directors: **WILKINS LUGO PENA** and **ANDREINA VIERA**.

**HC MEDIA** was fortunate to have volunteer **TODD SMITH** agree to conduct Board Roles to Board Goals as well as a follow-on strategic plan with their Board of Directors.

**INSTITUTE FOR CAREER TRANSITIONS** is absolutely delighted with **ROSLYN LERETTE** who is working on a “what if scenario” working budget for them. ICT’s luck continues with marketing executive **DAN BEDER** who will be helping them with business articulation and strategic marketing.

**MERRIMACK RIVER WATERSHED COUNCIL** knew exactly who would hit the spot as a volunteer facilitator for their Essential Strategic Plan and are tremendously grateful that **LESLIE LEVENSON** said yes!

**MERRIMACK VALLEY DREAM NETWORK’S** ED received peer consulting from one of the best - **SARAH YOUNG!** Sarah provided guidance on the role of the Board vs. ED as it relates to their strategic plan. They also received excellent expert guidance from **ATTORNEY DAMON THOMAS** on reviewing their lease.

**NORTHERN ESSEX ELDER TRANSPORT** thanks CPA **FRANK MELE** for guiding them through setting up their Quickbooks accounts. Thumbs way up, Frank!

**SARAH’S PLACE** feels **BERNADETTE ORR** did a bang up job facilitating a .board discussion on their governance goals and ways to support their Executive Director.

**THEATRE IN THE OPEN’S** Board Chair, **JUDITH KAMBER**, received the benefit of facilitator training around the Essential Strategic Plan. Judith is now leading their Board through the ESP process, along with a conversation on new ways for TITO to achieve its mission during Covid.

**YOUNG SISTERS UNITED’S** ED received assistance with a brochure as well as coaching from **YVONNE LAGARDE**. CPA **FRANK MELE** will be guiding them through their first foray with the 990 and Form PC.

**YWCA** is delighted to bring on three stellar Cultural Inclusion grads onto their Board - **STEPHANIE ALMONTE**, **JUANA NAVEO** and **ANDREINA VIERA**. Pure gold.