

Conflict at the Table?

Conflict? Did someone say conflict? Yep, it can happen, even at the most seasoned Board table – so we might as well face it squarely in the eye, which is exactly what our two charismatic DEIB facilitators, **FRANCELLIS QUINONES (L)** and **YVONNE CASTANEDA (R)** helped us do at our Cultural Inclusion session, *From Sparks to Solutions*.



If addressed with compassion, occasionally conflict can lead to deeper relationships and a stronger Board team. That ultimately means furthering our missions within the larger community.

Cummings Award

What a wonderful phone call from our friends at Cummings with the good news that we received another Cummings grant.



MARKO DUFFY (L), long-time Cultural Inclusion participant and **LORIE MENDOZA (R)**, Community InRoads Board member, joins us in shouting out our deep appreciation to this generous foundation.

Netscout's Damaris

DAMARIS HOEMAN is just one of a list of the most wonderful Netscout employees who have graced our nonprofit community with pro bono professional talents.

Before the outgoing Executive Director of Project Home Again retired, she wanted to make certain that her staff understood the fundraising software PHA had just adopted.



That's when Damaris stepped in to volunteer her skills by learning and then creating a training document on the software for PHA's users. Damaris, this nonprofit thinks you are nothing short of amazing! In fact, we *know* you're amazing.

State House Listens Deeply

A crowd of Executive Directors gathered 'round the table to listen to two special guests, **SEN. PAYANO** and **REP. VARGAS**, who listened intently and also informed us on issues of importance.



The Roundtable, hosted by **JAN WILLIAMS** at Buttonwoods Museum, was rich with thoughtful questions and a deep knowledge that these two gentlemen are sincere in representing the best interests of our two Gateway communities.



Our nonprofits are quick to recognize the profound talents in our community, to the point that they often gobble them up as senior level staff. Here's three Cultural Inclusion professionals who found their dream jobs, and three nonprofits that found their dream employees. Pictured from left to right, the wonderful **AIXA DELGADO** is now the Program Coordinator at Uncommon Threads; **RUTH MEDINA** the fabulous new Executive Director of Project Home Again; and “kick butt” **JACKIE DELACRUZ**, the Executive Director of Si Se Puede! To know them is to love them.

The Match Maker Thanks Our Volunteers

ASSOC. FOR LATINO PROFESSIONALS FOR AMERICA (ALPFA): CIR is so pleased to learn that two of our Cultural Inclusion grads, **ADRIANA ACOSTA** and **JOSEPHINA REYES** have joined this prestigious organization's Board.

ACT LAWRENCE is fortunate to capitalize on the talent of **SHARON MASON** who is offering capacity building analysis for ACT's visionary Executive Director.

COMMUNITY ACTION HAVERHILL is grateful for **ATTY. HILLARY MASSEY'S** legal HR handbook review. Hillary has been such a jewel helping many of our nonprofits over the years.

CIR'S ED ROUNDTABLE greatly benefitted from **ASHLEY MOORE'S** presentation and facilitated discussion on recruiting, retaining and engaging our employees.

INSPIRED VIBES is hopelessly in love with **NEIL UNGERLEIDER'S** photography prowess. And hats off to **JULIANA MANCINELLI** who is expertly providing them with social media strategies to get the word out about their offerings.

IRONSTONE FARM is extraordinarily fortunate to have **YVONNE LAGARDE** sign on to soon lead them through Board Roles to Goals. And, they are most excited about **NEIL UNGERLEIDER** who will be making their mission come to life through his photographic genius.

L'ARCHE BOSTON NORTH can't stop smiling having brought **GLADYS MARTINEZ** onto their Advisory Committee

LAWRENCE FESTIVAL OF THE ARTS gives two thumbs up to **AMANDA NELSON'S** awesome customized Board training.

MERRIMACK VALLEY ALLIANCE FOR RACIAL EQUITY is tremendously grateful for **ATTY. DAMON THOMAS** who is guiding them through obtaining their tax exempt status.

NOTRE DAME EDUCATION CENTER will be bringing a remarkable lady onto their Board. **SHELBY MORALES** is a superstar Cultural Inclusion recruit.

MV YMCA is beyond “glad” to onboard Cultural Inclusion recruit, **GLADYS MARTINEZ**. And so they should be. Gladys is an absolute keeper.

NEIGHBORS IN NEED looks forward to working with **JOAN JACKSON** who has graciously agreed to apply her event planning experience for *Soup's On*.

PARTNERS IN CHILD DEVELOPMENT was supremely delighted with **TODD SMITH'S** Board Roles to Board Goals facilitation. You did it again, Todd.

PROJECT HOME AGAIN thanks the amazing **DAMARIS HOEMAN** for providing them with a training/process document for Little Green Light. Wow, Damaris!

RUTH'S HOUSE is grateful for HR pro **PERRY VACHON** who will deliver advice and staff training on HR related issues. A huge thank you to **SARAH YOUNG** for sharing tricks of the trade with their Board Chair.

THE KINDNESS COLLABORATIVE will receive special guidance on completing their Form 990 from super star **CATHY LANDRY**.

TOP NOTCH SCHOLARS could not have found a better match in **ATTY. DAMON THOMAS** who will be conducting a review of their bylaws.

UNCOMMON THREADS lucked out in a big way by onboarding our terrific Cultural Inclusion recruit, **MARIUCY TEJADA!**