

Ten Years and More!

Ten years ago, we launched our first Cultural Inclusion cohort. It was a pilot that turned into something very special thanks to our 141 graduate recruits--all passionate community leaders, the majority going on to serve on nonprofit Boards, committees and as executive-level staff. This summer, our Cultural Inclusion Reunion gathered recruits from year 1 to year 10 at Salvatore's to network and reflect on their future as leaders under the guidance of charismatic facilitator, **DELIA DURAN**. Powerful! Inspirational! Some said "life changing."



Networking and "schmoozing" at our Cultural Inclusion Reunion

What could possibly follow such an event? You guessed it. Year 11 brings in a new cohort of eighteen recruits and twelve participating nonprofit Boards scheduled to graduate in June 2023.



Vilma Martinez-Dominguez, Class of 2023 keynote speaker

And who better to punctuate the importance of having strong representation from the local dominant culture to lead our nonprofits? You guessed it again. **VILMA MARTINEZ-DOMINGUEZ** could not have said it better.

Netscout's Gift

Talk about a for-profit company that walks the "good corporate citizen" talk--Netscout leads the way. They continue to introduce us to some of our finest skills-based volunteers who help strengthen our nonprofits through their professional talents.



Attorney Stephanie Lambert of NETSCOUT

Most recently, **STEPHANIE LAMBERT** conducted a thorough legal review of **Elevated Thought's** contract templates focusing very caringly on this magnificent youth-serving charity's best interests. A savvy lawyer with both grace and heart.

Lorie Tells It Like It Is

Anyone who knows **LORIE MENDOZA** is well aware of her knowledgeable, competent presence. Thus it was no surprise to watch her as a convincing guest speaker at a recent Board Pro webinar entitled **Latinos on Boards**.



Lorie is a graduate of our Cultural Inclusion Program, the former Executive Director of Si Se Puede, and a member of several nonprofit Boards. Hence, she speaks from the heart *and* with authority. Lots of great discussion about the importance of Latinos on Boards of Directors, but we already knew that, right?



Our Roundtable discussions are always full of zest and good-will. But even the zestiest Zoom meetings cannot compare to the energy and camaraderie during our in-person sessions. Most recently, we felt the magic at our Executive Director Roundtable hosted by the **Phoenix Charter Academy** where we were enchanted by the staff and its students. And a bouncy conversation ensued like nothing over Covid Zoom days at our Development Roundtable hosted by **GLFHC**. **Susan Grabski** (Lawrence History Center) and **Nancy Kanell** (PHA) livened up the table as they shared their secrets using TikTok and other social media.

The Match Maker Thanks Our Volunteers

ACT LAWRENCE is grateful to have brought onto their Board **CRISTAL QUEZADA**, Cultural Inclusion grad and leader in her own right. As an aside, their new ED **ERIKA HERNANDEZ** is one of our Cultural Inclusion graduates. Just sayin'.

BREAD & ROSES HOUSING thanks seasoned facilitator **TODD SMITH** for agreeing to guide this terrific affordable housing nonprofit through their upcoming strategic planning.

EforALL can't say enough about the expert guidance from **TOM CONNOLLY** on their software selection process and strategic planning.

ELEVATED THOUGHT thanks **ATTY. STEPHANIE LAMBERT** for conducting a legal contract review. See page 1

ESSEX ART CENTER is grateful for their fantastic new Cultural Inclusion Board member **CARLOS CEDEÑO**. Additionally, this summer they were fortunate to have **VERONICA RODRIGUEZ**, **JENNIFER LOPEZ**, and **GENESIS BATISTA** volunteer at their Fiesta En La Calle.

HABITAT FOR HUMANITY recruited two sharp, diligent finance committee members from our Cultural Inclusion Program: **VERONICA GUZMAN** and **LIRI RIVERA**.

MERRIMACK RIVER WATERSHED COUNCIL is deeply appreciative for **DONNA ALDRICH** masterfully facilitating their staff retreat and for **PERRY VACHON** who has agreed to conduct an HR handbook review.

NORTHERN ESSEX ELDER TRANSPORT (NEET) thanks the most wonderful **ATTY. DAMON THOMAS** for conducting a legal review of their liability waiver.

NOTRE DAME EDUCATION CENTER smiled from ear to ear when **ATTY. HILLARY MASSEY** agreed to do a legal HR review for them and **JUDY NORMANDIN** who shared valuable fundraising guidance from her treasure chest of experience.

OPPORTUNITY WORKS brought back their favorite volunteer, **JIM STRICKLAND**, to develop a performance review instrument. Welcome home, Jim!

RUTH'S HOUSE took full advantage of **AMANDA NELSON'S** excellent Board governance training. No question about it - the lady knows her stuff!

SARAH'S PLACE breaths a deep sigh of gratitude when **STEVE MANSON** agreed to have his company design and implement a new website for them. Steve, Wow!

SI SE PUEDE **AHMED IBRAHIM** and **VIVIAN VILLAMAN** are two very special Board recruits from our Cultural Inclusion Program. SSP is also looking forward to embarking on **SUSAN TU'S** Robotics Project that she will be bringing to this youth-serving nonprofit. Susan is another Netscout special.

THE KINDNESS COLLABORATIVE is so appreciative of **ANNE MORIARTY** taking the time to visit their board to conduct a board needs assessment.

UNCOMMON THREADS is tickled pink with **TRACY SOPCHAK** who is guiding them through their strategic planning. Everybody adores their Tracy.

YOUNG SISTERS UNITED loves working with **TAMAR KOTELCHUCK** who is helping them with budget prep and grant templates. This truly is a match made in heaven.