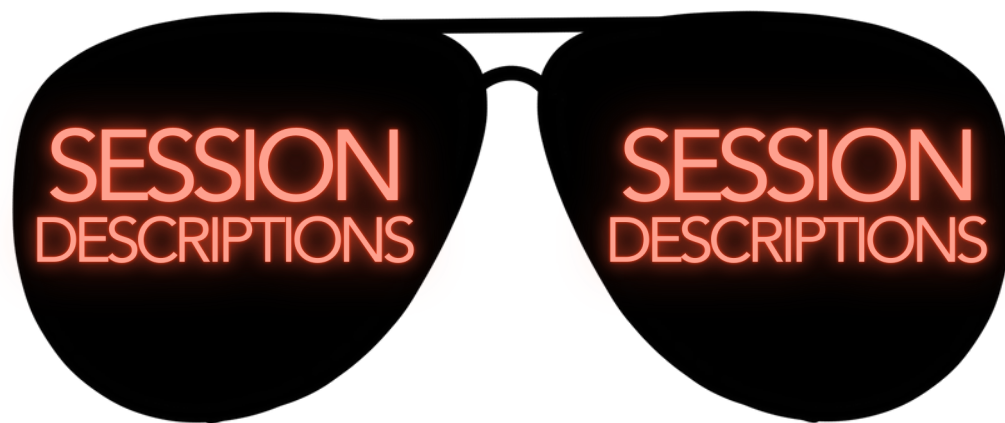


Leading forward

Empowering Nonprofit Leadership for the Future.



A FULL DAY CONFERENCE ON
September 9th, 8:30am - 4pm
Blue Ridge Community College
Plecker Center - 1 College Lane in Weyers Cave

 **Community Foundation**
CENTRAL BLUE RIDGE



1. Board Building that Unlocks Your Organization's Potential

Unlock the full potential of your nonprofit's leadership with our Board Building Training. This session will equip you with the essential knowledge to structure an effective board, understand board member responsibilities, and implement governance practices that align with your organization's mission. Gain valuable insights and practical strategies to strengthen your board's impact and ensure long-term organizational success.

Participants will:

- Understand how to assess the skills, expertise, diversity needed to build a high functioning board.
- Explore practices for networking, outreach, and relationship-building to find the ideal board candidates.
- Understand how to screen, interview, and onboard new board members for long-term success.

Trainer: Dr. Shantell Chambliss

As an award-winning nonprofit leader and strategist, Dr. Chambliss helps nonprofit organizations and social entrepreneurs build stronger sustainable brands. Her personal mission is to help every leader with a cause become the force behind a movement. Dr. Chambliss knows first-hand how to create systemic change in communities, secure funding, and develop winning programs, so she founded Nonprofitability, a boutique consulting firm that builds profitable nonprofits.



2. Influencing Team Engagement on Purpose

A national study found that while most employers think people quit for better pay, most actually left because they didn't feel valued or connected. So, how can we recruit and retain a qualified workforce that wants to stay? This workshop explores key trends your organization can integrate into its HR strategy—beginning with vital conversations between those making hiring decisions and those shaping team members' sense of connection and belonging. By participating in this workshop and then reviewing the myriad of “how-to” options provided to those who attend, you will be able to:

- Update and identify improvements in recruitment and hiring processes to reflect pandemic-related realities, such as virtual interviewing,
- Define employee engagement and how it differs from motivation, and
- Initiate a seven-step process to foster or expand team member engagement at work.

Trainer: Robert Kenney

Bob, president of Partners Through Training in Richmond, VA, has provided leadership, management, and teamwork training since 1993. He's worked nationally and internationally, partnering with 19 university programs, including Duke, UNC, UVA, and the University of Southern Maine. Bob holds a doctorate in organizational psychology and specializes in helping learners transform workplace dynamics through interactive training focused on collaboration, communication, and intentional connection.



3. Leading Effective Meetings

As a leader in your organization, you must lead, develop, and guide your team to achieve organizational goals. Keeping everyone aligned and moving in the same direction can be challenging but mastering the art of leading effective meetings by generating participation in those meetings, constructing action-centered agendas, and discovering ways to change the culture of those meetings can drive your organization's success. Participants will:

- Recognize vital behaviors involved in participating in meetings
- Identify personality issues that can be barriers to effective meetings
- Successfully navigate the meeting agenda, ensuring discussions stay on topic and progress smoothly

Trainer: John Thalheimer

As an award-winning management consultant, speaker, and author, John has helped hundreds of businesses and thousands of professionals transform their potential into extraordinary performance. He currently serves as the CEO and Leadership Coach for The Team at HR Stories. A graduate of Susquehanna University, he has a master's degree in Organizational Leadership from Southern New Hampshire University.



4. Leadership Continuity

Prepare your organization for long-term stability and leadership continuity. This session will provide nonprofit leaders and boards with the tools to develop a strategic succession plan that ensures leadership continuity. Learn how to identify potential successors, create a transition roadmap, and implement best practices for a smooth and effective leadership change. Gain insights on risk management, emergency succession, and long-term sustainability to safeguard your nonprofit's mission and impact. Participants will:

- Recognize the risks of not having a succession plan and the benefits of proactive leadership transition strategies.
- Identify key leadership competencies, potential gaps, and areas for strengthening leadership capacity.
- Learn how to create a structured plan that includes emergency, interim, and long-term succession strategies.

Trainer: Sarah Milston of The Spark Mill

Sarah is the Founder and CEO of The Spark Mill, a consulting firm that guides organizations through change and champions diversity, equity, and inclusion. She supports clients with strategic planning, change management, and people operations. A sought-after speaker, Sarah presents on topics like nonprofit strategy, fundraising, and board development. She holds an MPA in Nonprofit Management and is a proud graduate of Mary Baldwin University.

