

# ANNUAL 2023 CONFERENCE



**APRIL 30 - MAY 2, 2023**

Circa Resort & Casino  
8 Fremont Street  
Las Vegas, Nevada

# Welcome to UCP's **ANNUAL CONFERENCE**

## **CONFERENCE INFORMATION**

### CONFERENCE CENTER

- The Conference Center is located on the 3rd floor of the hotel. You can access this floor via escalator OR via the elevator directly inside of the Circa main entrance (near Guest Registration). Note: the elevators for the hotel guest rooms do not stop of the third floor.

### HOTEL

- There are a number of amenities that Circa provides including 3 restaurants on the 2nd Floor, in addition to a steakhouse and coffee shop.
- Swim Stadium is free to hotel guests and one additional person.

### TRANSPORTATION

- Uber/Lyfts pick up from the Garage Mahal. There is a walk-way to the garage on the second floor near JackPot's Coffee.

### ATTIRE

- The conference is business causal attire.
- On the afternoon of Tuesday, May 2, there will be an activity involving movement. There will be options to do the activity sitting, standing, or on the floor. Please wear comfortable clothes for this day.

### WIFI

- There are three opportunities to connect to wifi at Circa:
  - General hotel wifi - free to use for anyone inside the hotel
  - Hotel guest wifi - for guests staying at Circa
  - Conference Center wifi - only available to our group while in the Conference Center.
- To access the Conference Center wifi:
  - Network Name: Circa\_Event\_Wifi
  - Password: UCPcirca1

# Annual Conference Agenda

**DAY 1**

Sunday, April 30, 2023

*Registration will be held from 10:00 AM - 2:00 PM in the Exhibit Hall / Pre-Function Area*

**1:00 - 5:00 PM**

## **RAC MEETINGS**

*For CEOs/EDs or designated representative.*

The Midwest / South RAC will meet together in Ambassador I-II. The West / Northeast RAC will meet together in La Concha.

Ambassador I-II /  
La Concha

**5:00 - 6:00 PM**

## **RECEPTION**

*Sponsored by Tarrytown Expocare*

Galaxy Terrace

**6:00 - 8:30 PM**

## **BOARD OF TRUSTEES DINNER & MEETING**

*Sponsored by Jazz Pharmaceuticals  
For Trustees & Committee Chairs*

Dinner will begin at 6:00 PM. The business meeting will begin at 6:30 PM. Agenda will be sent separately via Board Book.

Carousel 1 / 2 / 3

# Annual Conference Agenda

## DAY 2

Monday, May 1, 2023

*Registration will be held from 7:30-2:30 PM in the Exhibit Hall / Pre-Function Area.*

**7:30 - 8:30 AM**      **BREAKFAST**      Exhibit Hall /  
Pre-Function Area

**8:30 - 8:50 AM**      **WELCOME**      Galaxy 3

*Featuring Nevada's Secretary of State  
Franciso V. Aguilar. Additional remarks by  
UCP Board Chair Keith Graham &  
President & CEO Armando Contreras.*

**8:50 - 9:40 AM**      **CREATING INCLUSION  
THROUGH ACCESSIBILITY**      Galaxy 3

*Sean Crump, Founder & Head Chair of  
Included By Design*

Working towards a society where people living with disabilities have equal opportunities and a quality of life that is equitable to their peers and others in the community. Changing a predisposition that has existed for generations towards the disability community to one that is focused instead on the tenacity, creativity, and resilience we can offer. Exploring how we can go beyond merely following legislation and abiding by the bare minimum, to striving for excellence through maximizing universal design best practices. Significantly moving the needle closer to equal economic and social participation. Maximizing the use of technology and uniting the strength in numbers our community represents within the overall population, we can start to see how this is no longer just a vision but an achievable mission!

**9:40 - 9:50 AM**      **BREAK**      Exhibit Hall /  
Pre-Function Area

# Annual Conference Agenda

**DAY 2 continued**

**Monday, May 1, 2023**

## **9:50 - 10:50 PM      BREAKOUTS**

<b>Get the Meeting and Make it Count: A Guide to Qualifying Individual Major Gift Prospects</b>	<p><i>Lisa Vaccarelli, Senior Consultant, Plus Delta Partners</i></p> <p>Whether building from scratch or growing an existing individual major gift program, prioritization is key. How can you ensure you're spending the right time with the right people? How can you be both efficient and effective in securing prospect and donor meetings? This session will explore the key components of compelling outreach and specific questions that add rigor to your qualification and thoughtful reflection for your prospects. Applicable to both new and existing supporters, you will leave this session knowing how to secure and manage the most beneficial qualification meetings that result in clarity on where you allocate your time and effort.</p>	<p>Starlite I</p>
<b>Supporting Self-Advocacy</b>	<p><i>Mark Shaffer, Executive Director, UCP of San Luis Obispo</i></p> <p>Presentation will give affiliates how they can support self-advocacy in their service area. I have facilitated self-advocacy groups since 1985. Affiliates can locate existing self-advocacy groups or they can support the development of new groups. Presentation will go over the steps to support existing groups and how to start a new group.</p> <ol style="list-style-type: none"> <li>1. How I became involved in facilitating self-advocacy groups</li> <li>2. What is a self-advocacy group?</li> <li>3. How to support existing self-advocacy groups</li> <li>4. How to start a new self-advocacy group</li> <li>5. The importance of developing self-advocacy</li> </ol>	<p>Starlite II</p>
<b>Translational Research. Transformative Care.</b>	<p><i>Valerie Pieraccini, UCP of Central Arizona &amp; Dr. Mark Gormley, Gillette Children's</i></p> <p>Research does not always occur in a petri dish. Research does not have to take 17 years to impact lives. Translational Research accelerates basic research findings that provide evidence for effective treatment and clinical guidelines for transformative care. The why and how of implementation will be explained and examples within our own affiliate network will be given.</p>	<p>Starlite III</p>

## **10:50 - 10:55 AM      TRANSITION TIME**

# Annual Conference Agenda

**DAY 2 continued**

Monday, May 1, 2023

**10:55 – 11:40 AM**

## **NATIONAL POLICY UPDATE**

Galaxy 3

Honorable Jon Porter, Founder and CEO of PORTER Group & Kate McSweeney, President & CEO, ACCSES

Join the Honorable Jon Porter, former Nevada Congressman and current founder and CEO of PORTER Group, and disability policy expert and ACCSES President/CEO Kate McSweeney in a fireside chat about the current top issues affecting disability service providers and the individuals they serve. This freewheeling conversation will tackle the Social Security asset limit, changes to the AbilityOne Program, the direct support professional staffing crisis, and barriers to employment that are limiting opportunities, among other topics. Most of all, they will talk about why your voice is important and how you can help change policy and change the world.

**11:40 – 12:00 PM**

## **LUNCH**

Exhibit Hall /  
Pre-Function Area

**12:00 – 1:00 PM**

## **CONQUERING BURNOUT**

Galaxy 3

*Clark Souers, EXPERT EFFECT*

Burnout is like a brewing earthquake – there can be significant seismic activity occurring underneath the surface – with us as humans not aware of the toll that stress is taking on our bodies and minds in today's nonstop world – until the big one hits and we find ourselves in a state of severely damaging burnout.

**1:00 – 1:10 PM**

## **TRANSITION TIME**

# Annual Conference Agenda

**DAY 2 continued**

Monday, May 1, 2023

**1:10 - 2:10 PM**

## **BREAKOUTS**

<b>Board Governance Essential Practices</b>	<b>Deborah Thompson, Studio 929 West Consulting &amp; Coaching</b> You love the mission, you are honored to serve on the board, but what does it really mean to govern the organization? Governance doesn't happen by magic, it requires training, focus and disciplined practices. This session will help you understand governance, the board's legal and fiduciary responsibilities, and best practices you can implement with your chapter board.	Starlite I
<b>The Critical Role of Community Building in Community Fundraising and Capital Campaigns</b>	<b>Kari Luther Rosbeck, President and CEO, TSC Alliance</b> Building a powerful community, empowers your constituents to drive effective community fundraising events. And an engaged community helps elucidate major donors, the basis of any capital campaign. The TSC Alliance shares their story and strategies of two decades of community building and their growth from a \$2.1 million organization to \$10.1 million.	Starlite II
<b>UCP's Workforce Well-Being and Resilience Learning Collaborative: Striving to Build a Stronger and Healthier Workforce</b>	<b>Karen Johnson, MSW, LCSW &amp; Kelly Martin, MS, Social Current</b> The workforce crisis continues. Workforce trends clearly demonstrate that staff expect leaders to move beyond pre-pandemic, top-down, employee recognition and self-care initiatives to partner with them to improve engagement, retention, equity, and communication. The workforce of today expects leaders to focus on fulfillment and sustainable culture change, and to teach new skills to take on today's challenges. Workforce trend reports note that organizations are at a crossroads, caught between recovering from recent crises and preparing for an economic forecast that could be damaging to their cultures. Join this session to hear more about Social Current's collaboration with UCP affiliates to address these issues.	Starlite III

**2:10 - 2:40 PM**

## **EXHIBIT REVIEW / BREAK**

Exhibit Hall /  
Pre-Function Area

# Annual Conference Agenda

**DAY 2 continued**

Monday, May 1, 2023

**2:40 - 3:40 PM**

## BREAKOUTS

<b>Embracing the Board's Role in Fundraising</b>	<p>Deborah Thompson, Studio 929 West Consulting &amp; Coaching</p> <p>The most successful nonprofit boards are not only connected to mission, but also embrace responsibility for driving philanthropic support as an essential part of governance and leadership. In this session we'll explore practices for developing a culture of philanthropy, gaining commitment, engaging your board in the philanthropic process, and helping them overcome the fear of asking. This will be an interactive session providing you with practical tools you can immediately implement with your board.</p>	Starlite I
<b>Making the Most of Your Special Events</b>	<p>Nancy Mireles, CNP, UCP of Central Florida</p> <p>Walk through some best practices of planning and executing special events to produce desired outcomes in both fundraising and friend-raising! Items that will be covered during session include budgeting &amp; creating sponsorship options; adding revenue generators during an event - wine pull, raffles, auctions, etc; working through event logistics, managing the production, recruiting and utilizing volunteers and creating/cultivating donors.</p>	Starlite II
<b>Social Media Simplified: Five Steps to Success for Non-Profit Pros</b>	<p>Jennifer Cooley, Director of Marketing &amp; Communications at UCP of Mobile</p> <p>As non-profit professionals, we're all wearing SO many hats. If you're wearing the social media hat for your organization and are a little (or a LOT) overwhelmed by it, this is the presentation for you! In this interactive session, you'll learn not just why a social media strategy is important but also how to develop your own in just 5 steps. But, more importantly, you will learn how to take that strategy and put it to work for you, increasing engagement and awareness for your mission. Plus, you'll learn about processes, tricks and tools that can help save you time!</p>	Starlite III

**3:40 - 4:10 PM**

## EXHIBIT REVIEW / BREAK

Exhibit Hall /  
Pre-Function Area



# Annual Conference Agenda

**DAY 2 continued**

Monday, May 1, 2023

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**4:10 - 4:50 PM**

## **ADAPTING THROUGH LIFE WITH CEREBRAL PALSY**

Galaxy 3

*Travis Davis*

Living with cerebral palsy can be difficult. It takes patience and persistence. You will hear how Travis has adapted the different parts of his life to conquer the day.

**4:50 - 5:00 PM**

## **CLOSING**

Galaxy 3

**5:00 - 6:00 PM**

## **RECEPTION**

Galaxy Terrace

*Sponsored by Mutual of America &  
BOLTON*

# Annual Conference Agenda

DAY 3

Tuesday, May 3, 2023

7:00 - 8:00 AM	<b>BREAKFAST</b>	Exhibit Hall / Pre-Function Area
8:00 - 10:00 AM	<b>ANNUAL MEETING OF THE MEMBERS OF THE CORPORATION</b>  <i>Agenda is located in the Members of the Corporation Book. This is a UCP business meeting. Regular conference programming to commence at 10:15 AM.</i>	Galaxy 3
10:00 - 10:15 AM	<b>EXHIBIT REVIEW / BREAK</b>	Exhibit Hall / Pre-Function Area
10:15 - 10:30 AM	<b>A MESSAGE FROM GOOGLE</b>  <i>Jerry Robinson, UX Researcher</i>	Galaxy 3
10:30 - 11:25 AM	<b>THE NECESSARY RELATIONSHIP OF ADVOCACY AND RESEARCH</b>  <i>This is a panel presentation featuring:</i> <ul style="list-style-type: none"><li>• <i>Moderator: Joanne Dorn, Executive Director, Cerebral Palsy Alberta</i></li><li>• <i>Panelists:</i><ul style="list-style-type: none"><li>◦ <i>Dr. Mark Gormley, Physician, Gillette Children's</i></li><li>◦ <i>Valerie Pieraccini, Executive Director of Therapy &amp; Early Learning, UCP of Central Arizona</i></li></ul></li></ul> <i>Coordination and collaboration between advocacy and research is necessary to optimize the quality of life for persons with cerebral palsy and other disabilities. This session will delve into this symbiotic relationship and explore potential approaches to optimizing the advancement of both agendas to gain political and financial support on a state and federal level. How research needs enhance advocacy objectives and vice versa will be discussed. This session will be led by advocacy executives and clinicians who will present a brief overview of their roles followed by an open forum with the attendees highlighting difficult policy efforts pertinent to UCP National and the affiliates.</i>	Galaxy 3

# Annual Conference Agenda

**DAY 3 continued**

**Tuesday, May 2, 2023**

<b>11:25 - 11:45 AM</b>	<b>LUNCH</b>	Exhibit Hall / Pre-Function Area
<b>11:45 - 12:15 PM</b>	<b>AWARD PRESENTATIONS</b>	Galaxy 3
<b>12:15 - 12:30 PM</b>	<b>DISABILITY RIGHTS: YESTERDAY, TODAY AND TOMORROW</b> <i>Hon. Tony Coelho</i> <p>UCP has been an integral force in the history of the American disability rights movement. As a principal author of the Americans with Disabilities Act, Tony will reflect on how far we have come since passage of this historic bill and how community players including UCP led a key role in getting us to this point. Tony, who remains active in the rights movement today, will share insights on what we can yet accomplish with the incredible momentum that has been built.</p>	Galaxy 3
<b>12:30 - 1:15 PM</b>	<b>MAKING GOOD ON A NATIONAL PROMISE: KEY INSIGHTS FROM THE CASE FOR INCLUSION 2023</b> <i>Sean Luechtefeld, Vice President, Communications, ANCOR</i> <p>Each year, UCP collaborates with ANCOR to publish the Case for Inclusion, a powerful advocacy tool assessing how well states are supporting people with IDD to be included in their communities. The Case for Inclusion 2023 finds significant and growing barriers to access to community IDD services and makes the case for policy solutions at all levels of government. In this session, one of the Case for Inclusion contributors will offer participants a clear sense of the scope of the challenges we face, as well as the solutions available and what advocates can do to bolster community inclusion for all.</p>	Galaxy 3

# Annual Conference Agenda

**DAY 3 continued**

Tuesday, May 2, 2023

**1:15 – 2:30 PM**

## **ROUNDTABLES**

Galaxy 3

*Roundtables will include three rounds of 20 minutes each. During each round, you can choose from the following topics:*

- *Fundraising*
- *Workforce Resiliency*
- *STEPember*
- *Marketing & Communications*
- *Navigating a New Leadership Role*

Thank you to our roundtable hosts:

Leslynn Angel (MI-UCP), James Garcia (UCP National), Karen Johnson (Social Current), Beth Lucas (UCP of Greater Cleveland), Nancy Mireles (UCP of Central Florida), Kenyetta Reid (CPARF), and Roger Slingerman (UCP of Central California).

**2:30 – 2:45 PM**

## **BREAK**

**2:45 – 3:45 PM**

## **STRESS RESILIENCY EXPERIENCE**

Galaxy 4

*Clark Souers, EXPERT EFFECT*

As a follow-up to Clark's keynote on Conquering Burnout, he will facilitate a STRESS-RESILIENCY EXPERIENCE that taps our parasympathetic nervous system to combat exhaustion while exploring personalized strategies for preventing or overcoming burnout.

Note: Please wear comfortable clothes for this activity.

**3:45 – 4:00 PM**

## **CLOSING**

Galaxy 4

## AWARDEE INFORMATION

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### **Kathy O. Maul Award**

**Mark Shaffer**

Executive Director  
UCP of San Luis Obispo



### **Chair Award**

**Geoff Haxel**

Former Sr. VP Operations  
Circle K



### **Legislative Award**

**Rep. Cathy McMorris-Rodgers**

Eastern Washington (WA-05)



### **Retirement Recognition**

**Greg Wetmore**

President & CEO  
UCP of Inland Empire



### **Retirement Recognition**

**MaryBeth Fitzgerald**

Executive Director  
UCP of Minnesota



### **Retirement Recognition**

**Diane Wilush**

President & CEO  
UCP of Georgia  
UCP of South Carolina

## SPEAKER BIOGRAPHIES (in alphabetical order)

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### **Hon. Tony Coelho**

The Honorable Tony Coelho is a retired U.S. Congressman from California, a former House of Representatives Majority Whip, Democratic Congressional Campaign Committee Chairman and the principal author of the Americans with Disabilities Act. Diagnosed with epilepsy at 22 years old, Mr. Coelho has spent his entire adult life helping advance the lives of people with disabilities. While he calls this his “ministry”, those in the disability community call him their “voice” and “champion.” Mr. Coelho founded The Coelho Center for Disability Law, Policy and Innovation at Loyola Marymount University.



### **Jennifer Cooley**

**Director of Marketing and Development, UCP of Mobile**

Jennifer Cooley is a 20-year marketing and PR veteran who joined UCP of Mobile in 2022. Jennifer has a wealth of experience from working at advertising agencies and marketing departments and as a consultant and a university instructor. She also has an extensive background in social media marketing and content development.



### **Sean Crump**

#### **Founder & Head Chair, Included By Design**

Sean is a universal design and disability inclusion industry expert, while priding himself as a social entrepreneur using his voice, lived experience, and passion for building barrier-free communities. As Founder of Included by Design, Sean's primary focus is spent on developing digital solutions creating equal opportunities for people living with disabilities. He currently sits on multiple boards and committees across Canada including CP Alberta, while providing workshops and speaking at different engagements on accessibility and inclusion, most notably speaking about disability inclusion on his TEDx talk.



### **Travis Davis**

Travis is a native New Mexican. He was also born with cerebral palsy. He received two college degrees (B.A. in English from Azusa Pacific University and Master's in Adapted Physical Education from UNM) and is ADA Coordinator certified. In 2015, he gave a TEDx Talk on social inclusion in education, which reflected on the importance of having the courage to ask questions about a person's disability and strategies to do so. Over the years, Travis realized that his disability can be used for a positive purpose. In his free time, Travis records his "Off The Crutch" podcast.



### **Mark Gormley, MD,**

#### **Physician, Gillette Children's**

Dr. Gormley is a pediatric rehabilitation medicine physician at Gillette Children's. He treats children and adolescents who have cerebral palsy, brain injuries, spinal cord injuries, neuromuscular disorders, and other conditions, with a special interest in spasticity management. Dr. Gormley received his medical degree at the University of Louisville School of Medicine with a residency in physical medicine and rehabilitation and a fellowship in pediatric rehabilitation medicine and traumatic brain injury. He serves on the UCP Board of Trustees and the UCP Research Committee.



### **Karen Johnson, MSW, LCSW**

#### **Director of Change in Mind Institute, Social Current**

Karen leads the Change in Mind Institute, leveraging the latest advances in neurosciences and trauma-informed approaches across sectors and at the practice, policy, and systems levels. She brings knowledge of the advancing science around resilience, brain development, adversity, toxic stress, equity, and trauma-informed approaches. Karen is a licensed clinical social worker certified in Dr. Brené Brown's Dare to Lead and Daring Way and trained in Dr. Bruce Perry's Neurosequential Model of Therapeutics.



### **Sean Luechtefeld**

Vice President for Communications, ANCOR

In his role as Vice President for Communications, Sean Luechtefeld leads communications, public relations and marketing strategy to strengthen the positioning of the ANCOR and ANCOR Foundation brands. In addition to his work at ANCOR, Sean is an adjunct professor in the Master's program in Communication at Johns Hopkins University. He holds a Ph.D. in Rhetoric & Political Culture from the University of Maryland, a Master's degree in Communication from Wake Forest University, and Bachelor's degrees in Political Science and Communication Studies from Florida State University.



### **Kelly Martin, MS,**

Director of Practice Excellence, Social Current

Kelly Martin is the Director of Practice Excellence at Social Current, with an emphasis on applied developmental psychology. In this role, she collaborates with stakeholders across the network to advance systems change through policy and advocacy efforts, and to build the capacities of members through networking, knowledge, and solutions. She holds a Master of Science in Applied Developmental Psychology, and a B.S. in Psychology and Sociology from the University of Pittsburgh.



### **Nancy Mireles, CNP**

Senior Director of Development, UCP of Central Florida

Nancy joined UCP of Central Florida in 2020 as the Senior Director of Development. Her non-profit career started in 2005 with the Central Florida Council, Boy Scouts of America. Nancy has over 17 years of Development experience, including: community partnerships, special events, grants, endowment, major gifts & capital projects.



### **Kate McSweeney**

President & CEO, ACCSES

Since early 2016, Kate McSweeney has led ACCSES's national advocacy efforts, including legislative and regulatory policy and member advocacy. In January 2022, Kate was elevated to President & CEO. Prior to joining ACCSES, Kate practiced law at the law firms of Chadbourne & Parke (now Norton Rose Fulbright) and Dilworth Paxson in Washington, D.C., while also teaching 22 semesters of legal research and writing as an adjunct law professor. Kate is a magna cum laude graduate of George Mason University School of Law and a cum laude graduate of Boston College. Kate has extensive experience serving on Boards, and currently sits on the SourceAmerica board.





### **Valerie Pieraccini**

Director of Therapy & Early Learning, UCP of Central Arizona

Valerie Pieraccini MS, OTR is the Director of Clinic and Home-based Therapy Program & Early Learning Center and has practiced as a pediatric occupational therapist for over 30 years, working at United Cerebral Palsy of Central Arizona since 1994. Valerie received her Bachelors and Masters in occupational therapy at Western Michigan University and A.T. Still University respectively. Her current focus is on implementation of evidence practice for children with cerebral palsy. Valerie is a co-chair for the UCP Research Committee and a member of the UCP Professional Learning Series committee. She is the lead author of Handprints: Home Programs for Hand Skills and has lectured often on children's hand skills.



### **Honorable Jon C. Porter**

President & CEO, PORTER GROUP

Congressman Jon Porter (ret.) is the founding member and CEO of PORTER GROUP, a bipartisan government relations, lobbying, public affairs, and business consulting firm with offices on Capitol Hill. Jon possesses a unique set of skills built upon 30-plus years of experience in business, public policy, and politics. In addition to PORTER GROUP, Jon has built and run a large and highly successful financial services company and has achieved multiple terms in elected office as a city councilman, mayor, state senator and, most recently, a three-term United States Congressman from Southern Nevada.



### **Kari Luther Rosbeck**

President & CEO, TSC Alliance

Kari Luther Rosbeck is the President & CEO of TSC Alliance. She has been involved in nonprofit fundraising and volunteer management for more than 30 years. During her tenure at the TSC Alliance, community volunteers have grown from 90 to more than 2,000, she built 36 volunteer branches across the country and as a result drove revenue growth by 380%.



### **Mark Shaffer**

Executive Director, UCP of San Luis Obispo

Mark brought United Cerebral Palsy to San Luis Obispo, CA in 1987 and founded Ride-On Transportation in 1993. He currently serves as the organization's Executive Director. He built the organization into a \$6 million business providing support services for people with disabilities and transportation services.





### **Clark Souers**

#### **CEO & Founder, EXPERT EFFECT**

Clark Souers is the CEO/Founder of EXPERT EFFECT which provides HR and stress-resiliency solutions to companies of all sizes. With a background in HR leadership and stress management, Clark is a sought-after speaker by news outlets, conferences and large companies. He is an Associate Certified Coach, was valedictorian of Pepperdine University and received a MBA from ASU.



### **Deborah Thompson**

#### **Studio 929 West Consulting & Coaching**

Deborah Thompson is an expert in nonprofit leadership and governance, with over 30 years' experience working with charitable organizations at national and local levels. As former VP of Chapter Advancement with Make-A-Wish America she has extensive knowledge of federated systems and challenges facing chapter leaders and boards. In addition to her consulting and coaching practice, Deborah teaches courses in nonprofit governance, strategic planning, and finance for Arizona State University.



### **Lisa Vaccarelli**

#### **Senior Consultant, Plus Delta Partners**

Lisa brings 18 years of advancement experience to her role as Senior Consultant at Plus Delta Partners. In this role, Lisa partners with non-profit leaders to enhance their fundraising results by providing best-in-class performance improvement solutions. She has worked with organizational leaders, fundraisers, and board members at a variety of non-profit organizations at both national and local levels, including the Anti-Defamation League, Junior Achievement, Feeding America, YMCA, and United Way.

# Thank You

## to the Annual Conference Planning Committee

Carrie Cantrell  
Armando Contreras  
Joanne Dorn

James Garcia  
Michael Ludgardo  
Kelly Piacenti

Anita Porco  
Lori Opiela  
Diane Wilush

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