



2023 Nonprofit Academy Workshop Descriptions November 1, 2023

Navigating Gen-Z in Your Nonprofit Organization

John Schlimm, Author, *What Would Gen-Z Do?: Everything You Don't Know About Gen-Z But Should*

A Harvard-trained educator, artist, advocate, and international award-winning author of *What Would Gen-Z Do?: Everything You Don't Know About Gen-Z But Should*, John Schlimm will be leading an interactive Q&A-style breakout session about collaboratively working with Gen-Zers in your nonprofit—to recognize and maximize their talents in order to enhance, expand, and increase the productivity and impact of your organization and various projects.

In addition to *What Would Gen-Z Do?*, during the past several years, John's work with Gen-Zers across the country has resulted in several thought-provoking essays—for *Huffington Post*, *Harvard Ed.* magazine, and others; launching a national initiative declaring April as Gen-Z Appreciation Month; and his groundbreaking collaboration with The Andy Warhol Museum to create *The Gen-Z Time Capsule*.

Strategic Planning

Amanda Hetrick, Superintendent, Forest Area Schools

Strategic planning allows organizations to define their mission, vision and goals which in turn allows them to prioritize their resources and achieve success. Participants in this workshop will gain an understanding of the strategic planning process and be able to develop a blueprint for creating a plan that will be measurable and specific so as to demonstrate progress along the way and showcase goal attainment.

Amanda Hetrick is a highly experienced public-school educator with 35 years of service, who currently serves as Superintendent of the Forest Area School District. Over the course of her career she has participated in and led strategic planning efforts in four school districts and multiple non-profit organizations. She serves on several non-profit boards including the United Way of the Titusville Region, Warren Forest Hi-Ed, the Northern PA Regional College and the Titusville Regional Literacy Council. Amanda is a self-described strategic planning “nerd” who enjoys helping people define their mission, vision and goals for their future success.

Grant Writing Tips

Tina Gradizzi, Director of Community and Economic Development, City of St. Marys

Grant writing doesn't have to be intimidating! Grant opportunities are everywhere at the local, state, regional and national levels. This workshop will help participants navigate the options. Tina Gradizzi and a panel of experts will provide simple tips and tricks for identifying, researching, writing, and submitting winning proposals.

Tina is a native of Elk County with 20 years' experience in administration and management of grants and investments. She holds a degree in administration and certifications in business law. Tina is the Director of Community and Economic Development for the City of St. Marys and the Acting Director of the St. Marys Area Economic Development Corporation that provides low interest loans to new and existing businesses and also offers grant writing services to municipalities and businesses in Elk County.

990 Hot-Spots

Michelle Bryan, CPA and Partner, Maher Duessel

The 990 Hot-Spots session will give an overview of the types of 990's and schedules required to be filed by non-profit organizations. The session will also look at common errors in 990 reporting and look at specific compliance questions within the form.

Michelle Bryan began her public accounting career in 2002 with Maher Duessel. She was named Principal of the firm in 2018, and became a Partner in the firm in 2019. She manages engagements with a broad range of nonprofit and governmental clients including human services agencies, religious organizations, foundations, counties, local authorities, and municipalities.

Board Governance Best Practices

Kate Brock, Executive Director, the Community Education Center of Elk & Cameron Counties

What do you think of when you hear the word "Governance?" Is it mysterious? Frustrating? Boring? Exciting? Governance can be all of that but it doesn't have to be! Good governance is essential to successful organizations and it includes everything from how your agendas flow, recruiting candidates, orienting new members, policy versus procedure, to committee structures and more. Learn about the necessary minimum best practices of good board governance in this workshop.

Kate Brock has over 20 years' experience working with nonprofits as a volunteer, an employee, a director, a trustee, and a board chair. Since 2013 Kate has been the Executive Director of the Community Education Center of Elk & Cameron Counties. She has served on several boards including as the chairperson for the Northern PA Regional College and PA Wilds Center for Entrepreneurship, and the Elk County Council on the Arts. She has also served on the Penn Highlands Elk Board of Directors, as well as the North Central Workforce Development Board.

Do Donors Give with their Heart or Head: Major Gifts, Planned Gifts and Donor Retention

Gary Bukowski, MA, CFRE, Associate Vice President of Development, Sarah A. Reed Children's Center
As every facet of our lives becomes more data-driven, it's important to remember the role of the heart in building relationships with your major and planned giving donors. Gary Bukowski, MA, CFRE brings over four decades of development wisdom to today's presentation and will provide stories to reinforce the importance of the heart in your engagement with your donors and growing your nonprofit.

Gary has 43 years of fundraising experience, including 27 years in higher education and 16 years in human services. He also served 20 years as a charter member of Erie County Council District #4. Gary is registered with the Commonwealth to provide professional fundraising counsel and is a practicing CFRE since 1990.

Keynote Speaker: FR. HERALD JOSEPH BROCK, CFR BIOGRPAHY

Fr. Herald Joseph Brock, CFR, is a Franciscan Friar of the Renewal based at St. Michael Friary in NJ. He was ordained to the priesthood in 1994, and served in various assignments in the New York area, including director of Padre Pio Shelter for Homeless Men and spiritual director for YOUTH 2000. From 2001-2007 he was a missionary in Comayagua, Honduras, where he helped to establish the St. Benedict Joseph Free Medical Center for the poor and Casa Guadalupe Missionary Center. He subsequently spent two and a half years on a special missionary assignment in South Sudan, where he established the House of Mercy spiritual center in Torit, Eastern Equatoria. From 2011 to 2016 he was assigned as a missionary preacher, which involved evangelization activities and outreach to the poor in the US, Latin America, the Caribbean, and Africa, with a special focus on assisting the new missionary Diocese of La Ceiba on the north coast of Honduras. While continuing his missionary efforts, he also served as director of St. Anthony Shelter for Renewal, a homeless shelter for 30 men in the Bronx in 2016-2017, where he oversaw major repairs and renovations. In 2018, Fr. Herald returned to full-time missionary preaching, with a new outreach to a poor and under served community on the north coast of Jamaica and continued involvement in Honduras, Haiti, Cameroon, and Uganda. Fr. Herald's missionary efforts and activities are carried out under the auspices of Franciscan Mission Outreach, a non-profit mission support organization established by the Franciscan Friars of the Renewal.