

Bernardine Franciscan Sisters Foundation Winter/Spring Workshops

February 12 – Hiring for Success: Applying the CATS Model to Build Exceptional Teams **VIRTUAL**. (9:00am-10:00am) A one-hour workshop on the CATS Model- Citizen, Artist, Teacher, Scholar. The **presenters, Rey Ramirez, and Carol Minter** will share how Soundscapes applies this framework in its hiring practices to assess and select candidates. You will discover practical ways to adapt the model to strengthen your nonprofit's approach to hiring and team building.

February 27 – Succession Planning: Preparing for the Transition from Peer to Leader (9:00am – 10:30am) – Peer to Leader – communication, boundaries, trust through action, managing relationships, transparency, active listening, leading without being “bossy” and so much more. **Presenter-Karen Witherspoon**. Location: United Way of the VA Peninsula, 101 York Crossing Rd, Yorktown.

March 31 – Developing an Endowment (9:00am–10:00am). **Adelia Thompson, the Executive Director of the Peninsula Community Foundation** will share, from her vast experience, how to recruit, engage and maintain donors who contribute to creating a permanent fund that a nonprofit invests to generate ongoing income, using a portion of the investment returns to support the Mission in perpetuity. Location: Thrive Peninsula – 12749 Nettles Drive – Newport News.

April 16 - Human Resources (2:30pm-4:00pm) This presentation is designed to give nonprofit leaders a practical framework overview for managing people in a way that strengthens mission impact. It covers the essentials of culture, compliance, hiring, onboarding, performance management, and volunteer engagement. Leaders learn how to navigate conflict, foster inclusion, and uphold legal and ethical responsibilities. The outline closes with strategic HR practices and ready-to-use tools that help small nonprofits build healthy, sustainable organizations. **Presenter – Scott Millar**. Location: The Center for Child & Family Services – 739 Thimble Shoals Blvd, St.400, Newport News.

April 24 – Faith Forum (8:00am-10:00am) This event will provide a space for discussion where nonprofits and church leaders with shared interests can exchange information and ideas, ask questions, share expertise, foster connections, problem-solve and dive deeply into community problems with a goal to building healthy, stable communities. Location: Warwick Memorial United Methodist Church - 38 Hoopes Road, Newport News.

May 13 — Refugee & Immigration Services (11:00 am - 12:00 pm) - Join Commonwealth Catholic Charities to learn more about Commonwealth Catholic Charities Refugee and Immigration Services. The presentation will cover: (1) an overview of the US national refugee program and recent policy changes that impact immigrants; (2) an explanation of different immigrant categories; (3) specific CCC services for refugees and immigrants; and (4) what our community can do to help/call for action. Location: The Center for Child & Family Services – 739 Thimble Shoals Blvd, St.400, Newport News.

TO REGISTER - <https://forms.gle/NviwuEwuiFm7HDdC9>

