### Conference Program

#### Wednesday

<table>
<thead>
<tr>
<th>Opening Keynote:</th>
<th>Virtual Sessions</th>
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<tbody>
<tr>
<td>How to Take Care of Yourself &amp; Thrive in the Post-Pandemic Nonprofit Workplace</td>
<td>Morning Sessions</td>
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<tr>
<td>Meico Marquette Whitlock</td>
<td>Afternoon Sessions</td>
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<tr>
<td>Mindful Techie</td>
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</table>

#### Thursday

<table>
<thead>
<tr>
<th>Advocacy Summit: Employee Compensation in the Nonprofit Sector</th>
<th>Virtual Sessions</th>
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<tbody>
<tr>
<td></td>
<td>Museum Night (Tacoma)</td>
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</tbody>
</table>

#### Friday

<table>
<thead>
<tr>
<th>Closing Keynote: Beyond the Comfort Zone: Building Power through Committed Collaboration</th>
<th>In-Person Sessions, Marriott Tacoma Downtown</th>
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</thead>
<tbody>
<tr>
<td>Donna Murray-Brown</td>
<td>Learning Sessions</td>
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<tr>
<td>National Council of Nonprofits</td>
<td>Exhibitor Tradeshow</td>
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<tr>
<td></td>
<td>Member Happy Hour</td>
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</tbody>
</table>

### Conference Session Tracks

This year's conference offers 24 different workshops across four topic tracks, as well as time to get your questions answered by experts. Look for these icons on the sessions to help you plan your time across all three days:

- **A Force for Growth, A Force for Good**
- **Building Collective Power**
- **Managing for Meaningful Service**
- **Moving Beyond Resilience**

### Ask Me Anything

There are experts in the room! Pick their brains and get the answers you need. In the conference agenda on Whova, find the AMA topic you're interested in and submit your questions or upvote questions. Experts will respond via the Q&A feature during this period of time. You can engage in real-time or read the Q&A thread at any point in the future.

### Program Highlights

- Page 2: A Message to Participants
- Page 2: Ways to Engage
- Page 11: Sponsors
Thank You

This conference is made possible through the contributions of sponsors, exhibitors, partners, volunteers, Nonprofit Association of Washington’s staff team and board of directors, our members, and all of you.

Our team has created opportunities to increase connection, networking, and engagement at this gathering of nonprofits. Now it is up to you to make it come alive. Ask questions, share your wisdom, tell stories, listen deeply, and have some fun!

Click to Engage!

It’s easy to engage with other participants on Whova, and we encourage you to connect. Say hello, network, share what you know, and ask each other questions. We are a dynamic community!

- **Attendees**: Browse the list of attendees, view profiles, and send messages through Whova.
- **Community**: Visit the Community discussion board for lively discussions about a variety of topics.
- **Session Q&A**: Connect directly with speakers about their sessions.
- **Documents**: Download session handouts and more.

Exhibitors – Online and In-Person

Conference exhibitors are here to help you achieve your mission!

In addition to companies that work with nonprofits, you can connect with government agencies and nonprofits that offer valuable services, products, and skills for the nonprofit sector.

The Whova “Exhibitors” menu item makes it easy to engage as if at a live conference. You’ll find all kinds of offerings:

- Giveaways
- Deals and offers
- Free handouts
- Specially-recorded videos
- Easy links to call or email
- Other ways to learn more

Become a Nonprofit Association of Washington (NAWA) Member today!

NAWA is a membership organization committed to supporting a powerful network of nonprofit organizations across Washington to learn, advocate, and collaborate so that nonprofits like yours can achieve their missions. Our members make this work possible! To learn more about becoming a member or utilizing your membership to the fullest, please contact Membership Manager, Elyse Rickard, at membership@nonprofitwa.org.
**PROGRAM SCHEDULE**

**Wednesday**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
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</table>
| 9:00 AM – 10:15 AM | How to Take Care of Yourself & Thrive in the Post-Pandemic Nonprofit Workplace  
**Keynote Speaker:** Meico Marquette Whitlock, Mindful Techie |
| 10:30 AM – 11:45 AM | Getting Grounded – Building Community  
Darnesha Weary and Erwin Weary  
Black Coffee Northwest Grounded  
*Virtual* |
| 10:30 AM – 11:45 AM | Keeping Equity at the Center: How to Infuse Equity & Inclusion throughout your Organization and its Mission for Lasting Impact  
Anh Vo, Jaron Bernstein, and Mariah Hickey  
Alford Group  
*Virtual* |
| 10:30 AM – 11:45 AM | Put Your Money Where Your Mouth Is: Planning & Budgeting for Community-Centric Projects  
Laurel Abbotts and AR Lopez  
Woodland Park Zoo  
*Virtual* |
| 1:00 PM – 2:15 PM   | Equitable Staff Retention: How to Be an Anti-Oppressive Nonprofit Leader  
Christine “Chrissey” Nguyen Klockner  
Carlos Rosario International Public Charter School  
Jonathan Meagher-Zayas  
Equity Warrior Strategies  
*Virtual* |
| 1:00 PM – 2:15 PM   | Flipping the Pyramid: Egalitarian Alternatives to Traditional Nonprofit Governance Models  
Tara Vitale and Jacob Ferrari  
Apex Law Group  
*Virtual* |
| 1:00 PM – 2:15 PM   | Understanding the Challenges of Board Engagement  
Patricia McCowan  
Xanthus Consulting  
*Virtual* |
| 1:00 PM – 2:15 PM   | “Nice Racism:” Pitfalls to Look Out for as You Continue Your DEI Journey  
Mikala Lain  
Alexander Hamilton Scholars  
Cassie Whitebread  
SeattleWorks  
*Virtual* |
| 1:00 PM – 2:15 PM   | 4 Ways Nonprofits Can Start with Data Equity  
Meena Das  
NamasteData  
*Virtual* |
| 1:00 PM – 2:15 PM   | Are You Leaving Money on the Table? How to Get the Most Out of Your Program-Specific Grants  
Tatiana Stone  
Georgia Ranch Consulting  
*Virtual* |
| 1:00 PM – 2:15 PM   | Boundaries that Work: Set Boundaries that Boost Your Organization’s Sustainability & Impact  
Reva Patwardhan  
Greater Good Coaching  
*Virtual* |
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
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<tbody>
<tr>
<td>2:30 PM –</td>
<td>**You Are Not Alone: How Justice Movements May Connect,</td>
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<td>3:45 PM</td>
<td>Learn, and Support Each Other Using an Intersectional Lens</td>
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<td>Hannah Thompson-Garner and Daphne Toglia</td>
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<td>Northwest Animal Rights Network (NARN)</td>
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<td>2:30 PM –</td>
<td><strong>Everday Ableism: How it Shows Up in Our Daily Lives</strong></td>
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<td></td>
<td>Elizabeth Ralston</td>
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<td>Elizabeth Ralston Consulting, LLC</td>
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<td>2:30 PM –</td>
<td>**Disrupting Wage Gaps: How Can My Organization’s</td>
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<td>Compensation Structure be Internally Equitable,</td>
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<td>Externally Competitive, and Financially Sustainable?</td>
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<td></td>
<td>Nina Bhatia</td>
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<td></td>
<td>Edgility Consulting</td>
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<tr>
<td>4:00 PM –</td>
<td><strong>6 Smart Strategies for a World-Class Website</strong></td>
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<td>4:15 PM</td>
<td>Ricardo Ibarra</td>
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<td>Market Your Mission</td>
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<tr>
<td>4:00 PM –</td>
<td>**Having Trouble Meeting Your Fundraising Goals? 15</td>
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<td>4:15 PM</td>
<td>Elements of Fundraising that Will Make or Break Your</td>
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<td>Efforts</td>
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<td>Mary Hackett Databasey</td>
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<tr>
<td>4:00 PM –</td>
<td><strong>Daily Closing</strong></td>
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<tr>
<td>4:15 PM</td>
<td>Join us to close out the day together!</td>
</tr>
</tbody>
</table>
PROGRAM SCHEDULE

Thursday

9:00 AM – 12:00 PM

NAWA Advocacy Summit: Employee Compensation in the Nonprofit Sector

**Keynote Speaker:**
Rusty Stahl, Fund the People

**Panelists:**
Adam Jespersen, Montana Nonprofit Association
Jodi Nishioka, BIPOC ED Coalition of Washington
Luke Wall, Only7Seconds
Mala Nagarajan, VegaMala Consulting
Tree Willard, Seattle Human Services Coalition
Sean Goode, Choose 180

**Speakers:**
Michelle Jackson, Human Services Council of New York
Jennie Romich, University of Washington

12:00 PM – 4:00 PM

**Ask Me Anything**
- Ask Me Anything About Website Content & Management
- Ask Me Anything About Accessibility
- Ask Me Anything About Nonprofit Risk Management
- Ask Me Anything About Nonprofit Financial Management
- Ask Me Anything About Graphic Design

3:00 PM – 8:00 PM

**FREE MUSEUM NIGHT**

Join Tacoma’s monthly free Third Thursday museum celebration!

**Participating Museums:**
- Washington State History Museum (3-8 PM)
- Foss Waterway Seaport (4-8 PM)
- Tacoma Art Museum (5-8 PM)
- Museum of Glass (5-8 PM)

Connect with other conference attendees and take part in Tacoma’s monthly Third Thursday Museum district celebration! Local museums offer free or discounted admission once a month and feature special activities. Conference attendees can meet up in the lobby of the Washington State History Museum (WSHM) at 5:30 pm. From there, explore Tacoma’s Museum row and check out the WSHM, Tacoma Glass Museum, and the Tacoma Art Museum. Want to grab a drink? Join NAWA staff across the street for a no-host happy hour at Zeek’s Pizza from 5:00 pm-7:00 pm.
### PROGRAM SCHEDULE

#### Friday

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</table>
| 8:00 AM – 9:15 AM | **Coffee and Morning Snacks**  
Enjoy coffee and morning snacks while you mingle with other Conference Attendees | **Exhibitor Tradeshow**  
Visit the dozens of Exhibitor Tradeshow booths and get connected with resources to support your nonprofit’s work | **One-on-One Coaching**  
**Session 1**  
8:00 AM – 8:30 AM  
(By Appointment Only)  
**Session 2**  
8:40 AM – 9:10 AM  
(By Appointment Only) |
| 9:15 AM – 9:45 AM | **Welcome**  
Welcome to Tacoma and Day 3 of the Washington State Nonprofit Conference! |
| 9:45 AM – 11:30 AM | **Leading Beyond the Tyranny of Productivity: New Strategies for Forging Cultures of Courageous Creativity**  
Kris McRea  
McRea Consulting and Coaching  
Sara Saltee  
The Saltee Academy for Complex Creators |
| 11:30 AM – 1:00 PM | **Equity Forward: Moving our Organizations Along the Equity Journey**  
**Moderators**  
Lianna Olds, Nonprofit Association of Washington  
Priya Jayadev, Volunteer Hospice of Clallam County  
**Panelists**  
Diana Avalos Leos, Latino Leadership Northwest  
Larcy Douglas, Common Power  
Maria Choquerunata, Community Health Worker Coalition for Migrants & Refugees |
| 11:45 AM – 1:00 PM | **Lunch**  
Exhibitor Tradeshow  
Networking |
| 11:45 AM – 12:55 PM | **One-on-One Coaching**  
**Session 1** | 11:45 AM – 12:15 PM (By Appointment Only)  
**Session 2** | 12:25 PM – 12:55 PM (By Appointment Only) |
| 1:00 PM – 2:45 PM | **Improving Community Connection with Your Cause**  
Alan Harrison  
501(c)(3) Guru  
Melissa Reaves  
Story Fruition LLC | **People, Purpose and Power: Co-Creating a Culture of Belonging**  
Stefani Coverson  
Jamii Pae Consulting  
Noreen Elbert  
Seattle University |
# PROGRAM SCHEDULE

## Friday

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</table>
| 3:00 PM – 4:15 PM | **Keynote – Beyond the Comfort Zone: Building Power through Committed Collaboration**  
**Keynote Speaker:** Donna Murray-Brown, National Council of Nonprofits |
| 4:15 PM – 5:00 PM | **Exhibitor Tradeshow**                                                |
| 4:30 PM – 5:00 PM | **One-on-One Coaching (By Appointment Only)**                          |
| 5:00 PM – 7:00 PM | **Member Appreciation Happy Hour**                                     
Join us for a special NAWA Member Appreciation Happy Hour as we wrap up the 2023 Conference.  
7 Seas Brewery (NAWA Member-only event with limited seating) |

**Session Tracks:**
- A Force for Growth, A Force for Good
- Building Collective Power
- Managing for Meaningful Service
- Moving Beyond Resilience
Keynote Speakers

Donna Murray-Brown  
Vice President of Strategy and Development  
National Council of Nonprofits

Meico Marquette Whitlock  
Founder and CEO  
Mindful Techie

Rusty Stahl  
Founder and CEO  
Fund the People

Speakers

Adam Jespersen  
Associate Director  
Montana Nonprofit Association

Alan Harrison  
Author  
501(C)(3) Guru

Anh Vo  
Chief Culture Officer  
Alford Group

AR Lopez  
Empathy Collaborative Manager  
Woodland Park Zoo

Cassie Whitebread  
Education Director  
SeattleWorks

Christine “Chrissey” Nguyen Klockner  
Director of Development and Communications  
Carlos Rosario International Public Charter School

Daphne Toglia  
Northwest Animal Rights Network (NARN)

Darnesha Weary  
Black Coffee Northwest Grounded

Diana Avalos Leos  
Executive Director  
Latino Leadership Northwest

Elizabeth Ralston  
Consultant  
Elizabeth Ralston Consulting, LLC

Erwin Weary  
Black Coffee Northwest Grounded

Hannah Thompson-Garner  
Director of Advocacy and Mission Advancement  
Northwest Animal Rights Network (NARN)

Jacob Ferrari  
Senior Associate Attorney  
Apex Law Group

Jaron Bernstein  
Consultant  
Alford Group

Jennie Romich  
Professor of Social Welfare  
University of Washington

Jodi Nishioka  
Co-Director  
BIPOC ED Coalition of Washington

Jonathan Meagher-Zayas  
Owner & Chief Strategist  
Equity Warrior Strategies

Kris McRea (she/her)  
Consultant/Facilitator/Coach  
McRea Consulting and Coaching

Laurel Abbotts  
Grants Manager  
Woodland Park Zoo

Lianna Olds  
Deputy Director for Partnerships  
Nonprofit Association of Washington

Luke Wall  
Executive Director  
Only7Seconds
## Speaker Index

### Speakers (cont.)

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<th>Name</th>
<th>Title and Organization</th>
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<tr>
<td>Larcy Douglas</td>
<td>Director of Common Power Future, Common Power</td>
</tr>
<tr>
<td>Mala Nagarajan</td>
<td>Senior HR Consultant, VegaMala Consulting</td>
</tr>
<tr>
<td>Mariah Hickey</td>
<td>Senior Consultant, Director of Client Service, Alford Group</td>
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<td>Mary Hackett</td>
<td>CEO, Databasey</td>
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<td>Meena Das</td>
<td>Founder, Consultant, and Facilitator, NamasteData</td>
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<td>Melissa Reaves</td>
<td>Founder/CEO/Chief Storyteller, Story Fruition</td>
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<tr>
<td>Michelle Jackson</td>
<td>Executive Director, Human Services Council of New York</td>
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<td>Mikala Lain</td>
<td>Assistant Director &amp; Director of DEI, Alexander Hamilton Scholars</td>
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<td>Maria Choquerunta</td>
<td>Finance &amp; Operational Coordinator, Community Health Worker Coalition for Migrants and Refugees</td>
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<td>Principal, Edgility Consulting</td>
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<td>Noreen Elbert</td>
<td>Director Nonprofit Leadership Program and Assistant Teaching Professor, Seattle University</td>
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<td>Patricia McCowan</td>
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<td>Sara Saltee</td>
<td>Consultant, The Saltee Academy for Complex Creators</td>
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<tr>
<td>Sean Goode</td>
<td>Former Executive Director, Choose 180</td>
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<td>Stefani Coverson</td>
<td>Founder and Principal, Jamii Pae Consulting</td>
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<td>Tara Vitale</td>
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<td>Tree Willard</td>
<td>Executive Director, Seattle Human Services Coalition</td>
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Coach & Exhibitor Index

Coaches

Barbara Green
Coach & Consultant

Dara Ayres
Leadership Coach/Principal Consultant
Dara Ayres Consulting

Erick Seelbach
Principal Consultant
The Liminal Mirror

Heyward Watson
Principal
Crea8tive Minds Consulting, LLC

Julia Kagochi
Anti racism consultant
Kagochi Consulting LLC

Kari Young
Director of Donor Relations
Lutheran Community Services Northwest & Forward Fundraising

Kim Rakow Bernier
Principal
KRB Consulting

LaKesha Kimbrough
LK Consulting & Coaching

Tracy Flynn
Principal
Tracy Flynn Consulting

Prime Exhibitors

HRuprise
Real Impact Technology Consulting
Strategic Tax Planning
UW Continuum College

Washington Women’s Foundation
WinSource Group
Your Part-Time Controller

Essential Exhibitors

501(c) Services
501 (C) (3) Guru
Apex Law Group
Compensation Connections
Evans School of Public Policy & Governance
Foundant Technologies
GFS Events
GNSA
Good Point Creative
Greater Giving
Molina Healthcare

NAMI Washington
Northwest University
Office of Washington Student Loan Advocate
Seattle University
Story Fruition
The Evergreen State College – Master of Public Administration

Basic Exhibitors

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University of Portland
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WSECU

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Partnering Sponsors

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Scholarship Sponsor

WASHINGTON Secretary of State  Corporations & Charities Division

Supporting Sponsors

501 Commons  Beneficial State Bank  Evergreen Social Impact  ND EXECUTIVE SEARCH

PNC Bank  Seattle Foundation  Umpqua Bank  Washington Healthplanfinder  Washington State Housing Finance Commission
in its mission convene a powerful network of nonprofit organizations across Washington State to learn, advocate and collaborate, so that nonprofits can achieve their missions.