



## Community Memorial Foundation 2025 Leadership Institute Workshops

### Racial Equity Workshop

Community Memorial Foundation continues its journey towards advancing health equity with intentionality and purpose. We will continue to champion the needs of diverse populations through equity-centered work, acknowledging that health equity is inherently tied to racial equity.

In our roles as convener and educator, the Foundation seeks to provide our partners with opportunities to listen, learn and engage—together. In 2025, the Foundation will sponsor an educational workshop, Race/Equity Coaching and Race Consulting. It is our hope that these offerings continue to cultivate a culture of inclusion and belonging in the communities and environments in which we serve.

Due to limited capacity, the workshop will be offered twice. Only two people per grantee organization may attend, and these individuals should have the power and decision-making authority to make the cultural shifts necessary for sustained racial equity work.

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#### Continuing Onward: Maintaining Racial Equity Work in a Time of Uncertainty

At a time when Diversity, Equity, and Inclusion (DEI) efforts face resistance, how do we continue to sustain progress with resilience and integrity? How can we dispel misinformation about what racial equity represents? Looking back on historical touchpoints in RE efforts achieved in the US, attendees will learn how to respond with empathy and evidence in order to sustain inclusive organizational environments.

*Prerequisite(s):* None

**March 13:** 10:00 AM – 12:00 PM  
**September 18:** 12:00 – 2:00 PM

Via Zoom

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Presented by Dr. Janine Hill of  
[Soar Strategies](#)

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### **Race/Equity Coaching**

The Soar Strategies team will provide Race Equity Coaching to a select group of five grantee organizations. Each organization will have the opportunity to work closely with a Soar Strategies team member, who serves as a champion and advocate, to accompany them on their sustainable DEI journeys.

*Timeline:* Applications will be available in March 2025. A kickoff session will be held for selected organizations on April 17<sup>th</sup>, with coaching continuing throughout 2025.

*Prerequisite(s):* Any CMF grantee organization that participated in any of the trainings/peer learning circles in 2021-2024 are eligible to apply for this coaching opportunity.

### **Race/Equity Consulting**

The Soar Strategies team will provide Race Equity Consulting to a select group of six grantee organizations. Each organization will have the opportunity to work closely with a Soar Strategies team member as they develop and implement assessments, action plans, and more inclusive environments for their staff and partners.

*Timeline:* Applications will be available in September 2025. Organizations will be selected by November, with consulting projects beginning in early 2026.

*Prerequisite(s):* Any CMF grantee organization that participated in any of the trainings/peer learning circles or coaching in 2021-2025 are eligible to apply for this opportunity.

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## Financial Management Workshops

In response to feedback from its grantee partners, CMF will sponsor two workshops on Financial Management. These workshops will be facilitated by Gretchen Upholt of [BDO](#). All sessions will be held in person at the Burr Ridge Marriott. Due to space constraints, two people per organization may attend each workshop.

### Financial Management for Board Members

In this workshop, participants will explore the unique role of the nonprofit board in supporting an organization's financial resilience, as well as the importance of the ED/Board partnership. Key concepts include:

- Understanding the Board's fiduciary oversight and their role in the financial performance management of the organization
- Where to draw the line between staff and the board in fiscal oversight
- The board's role both setting and supporting the financial strategy of the organization, including a focus on reserves

*Prerequisite(s):* None

*Target Audience:* Board members and Senior Staff. Two people per organization may attend, at least one must be a board member.

**May 28:** 4:30 - 8:00 PM

Burr Ridge Marriott

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### Financial Management through a Lens of Equity and Inclusion

Financial management is about more than just the numbers; plans and strategies embody what we value as organizations. It's not just about the financial systems and processes — but also about the who: who is invited to participate in planning, who has access to data, and who is involved in making decisions. Participants will learn how to incorporate equity and inclusion into financial planning, performance management and fiscal operations.

*Prerequisite(s):* None | *Target Audience:* Staff and Board Members of CMF Grantee organizations.

**June 26:** 4:30 - 8:00 PM

Burr Ridge Marriott

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## Strategic Leader Development Workshop

Succession planning and strategic leader development continue to be critical in times of change. In 2025, the Foundation will sponsor an in-person workshop for board and staff leadership on Strategic Leader Development facilitated by Marla Cornelius, formerly of Compasspoint. Two people per grantee organization may attend.

### Strategic Leader Development

In this session, participants will:

- Learn the three different kinds of succession planning (emergency succession planning, departure defined, and strategic leader development) and when each is most appropriate.
- Have a framework for strategic leader development that focuses on organizational sustainability and is grounded in the organization's impact and strategic priorities.
- Understand a process for developing leadership throughout the organization, not just the executive, including board members, staff, and community volunteers.

*Prerequisite(s):* None

*Target Audience:* Board and Senior Leadership of CMF grantee organizations.

**March 26:** 4:30 - 8:00 PM

Burr Ridge Marriott

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## Emerging Leaders Coaching Program

In 2025, Community Memorial Foundation will sponsor two cohorts of its Emerging Leaders Coaching program (one cohort in Winter/Spring; one in Summer/Fall). Coaching is intended to help strong leaders take the next step in their development by candidly reflecting on their goals and what they hope to achieve in their organizations.

Selected leaders will be matched with one of the Center for Creative Leadership's (CCL) 600 screened and vetted executive coaches. All coaching sessions will be held via Zoom.

*Target Audience:* Any staff member (non-executive directors/CEOs) from organizations that have received a program grant from Community Memorial Foundation in the past five years are eligible to apply. Only one staff member from an organization can apply for Coaching in each cohort, preference will be given to applicants from organizations with staff not currently engaged in a coaching relationship from a previous cohort of this program.

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*Timeline: Winter/Spring Cohort*

- *Applications will be available in late January.*
- *CMF staff will convene an informational meeting on Feb. 13<sup>th</sup> at 2PM via Zoom.*
- *Applications will be due Feb 28<sup>th</sup>.*
- *Participants will be selected by March 14<sup>th</sup>.*
- *Kickoff session for selected participants will be held on March 21<sup>st</sup> via Zoom.*

*Timeline: Summer/Fall Cohort*

- *Applications will be available June 13<sup>th</sup>.*
- *CMF staff will convene an informational meeting on June 20<sup>th</sup> at 2PM via Zoom.*
- *Applications will be due July 15<sup>th</sup>.*
- *Participants will be selected by July 30<sup>th</sup>.*
- *Kickoff session for selected participants will be held on August 15<sup>th</sup> via Zoom.*

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**Questions?**

Please contact Tom Fuechtmann, Program Director at [tfuechtmann@cmfdn.org](mailto:tfuechtmann@cmfdn.org) or 630.654.4729.