



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

2025 NORTHERN NEW ENGLAND YMCA LEADERSHIP CONFERENCE AGENDA, Presented by [InBody](#)

THURSDAY, NOVEMBER 20, 2025	
9:30 AM-5:00 PM	Volunteerism: Activating Community to Advance Our Cause (\$80 - REGISTER HERE) YMCA of Southern Maine, 70 Forest Ave, Portland, ME
2:00-5:00 PM	Optional: Office Hours with the YMCA Retirement Fund (REGISTER HERE) Holiday Inn by the Bay, 88 Spring Street, Portland, ME
5:30-7:00 PM	YMCA Headshot Happy Hour, presented by NinjaZone Holiday Inn by the Bay, 88 Spring Street, Portland, ME
FRIDAY, NOVEMBER 21, 2025	
Holiday Inn by the Bay, 88 Spring Street, Portland, ME	
7:00 AM	Vendor Exhibit Set-up Begins
8:00 AM	Registration Opens
8:00 AM-1:00 PM	Vendor Exhibits
8:00-9:00 AM	Breakfast
8:30-8:50 AM	Retirement Ready: The YMCA Way Kimberly Masucci, YMCA Retirement Fund
9:00-9:30 AM	Opening Session <ul style="list-style-type: none"> • Alliance CEO Welcome • Presenting Sponsor Remarks • 2025 CHART Awards
9:30-10:30 AM	Keynote Address Hon. Shenna Bellows, Maine Secretary of State
10:30 AM-4:00 PM	Optional: Office Hours with the YMCA Retirement Fund (REGISTER HERE)
10:30-10:45 AM	Break
10:45-11:45 AM	YMCA Idea Jam! Group Networking Activity
12:00-12:45 PM	Lunch
12:45-1:00 PM	Transition
1:00 PM	Vendor Exhibit Breakdown
1:00-2:15 PM	Workshop Block #1 See Pages 2-3 for offerings
2:15-2:30 PM	Transition
2:30-3:45 PM	Workshop Block #2 See Pages 4-5 for offerings

3:45-4:00 PM

Closing Session

- **Farewell & Giveaways**

WORKSHOP BLOCK #1

1:00-2:15 PM

Presenter	Title	Audience	Description
Craig Greenlee	Building Organizational Trust: The Foundation of a Thriving YMCA	<ul style="list-style-type: none">• C-Suite (CEO, COO, CFO, etc.)• Directors• Mid-management• Volunteers (includes board members)	Trust is the bedrock of effective leadership and a thriving YMCA culture. In this engaging workshop, Craig will guide participants through scientifically proven strategies to cultivate trust within their organization. Drawing from real-world expertise and academic principles, this session will uncover practical approaches to fostering transparency, accountability, and collaboration. Designed to help YMCA staff and volunteers elevate their impact, lead with integrity, and inspire trust throughout their teams and communities, this session explores how building and sustaining trust can strengthen team dynamics, enhance organizational performance, and create a vibrant, mission-driven culture.
Katie Johnson	Near Miss, Big Win: Learning from Close Calls to Build a Culture of Resilience	<ul style="list-style-type: none">• C-Suite (CEO, COO, CFO, etc.)• Directors	Not every risk ends in a claim—and that's where some of the most valuable lessons lie. This session explores how YMCAs can learn from close calls and near misses to strengthen safety practices, reinforce positive behaviors, and build a culture of proactive risk management. From narrowly avoided injuries to aquatics close-calls or staff misconduct incidents, we'll examine real-world examples where things almost went wrong—and why they didn't. Discover how analyzing these "successes" can be just as powerful as reviewing claims, and how they can inform everything from building

			insurance relationships to staff training.
Leighann Sibal & Kellie Wardman	Board Recruitment Reimagined: Winning Strategies for Any Community	<ul style="list-style-type: none"> • C-Suite (CEO, COO, CFO, etc.) • Directors • Mid-management • Volunteers (includes board members) 	Board and committee recruitment doesn't have to feel like searching for a needle in a haystack. This workshop rethinks traditional approaches by leveraging community dynamics, generational perspectives, and innovative strategies to build stronger, more engaged volunteer leadership. Tailored for CEOs, board chairs, and nonprofit leaders, especially in rural settings, you'll gain practical tools to navigate limited candidate pools, small-town dynamics, and overextended volunteers while creating meaningful opportunities that strengthen both your board and your community.
Dan Weir	Unlock Youth Development Staff Excellence with Mentorship	Directors Mid-management	Explore how mentorship can significantly boost staff performance and build a strong culture. Participants will learn practical strategies to implement consistent mentorship practices, creating a safe and supportive environment where staff feel valued and motivated. Participants will cover how to use daily and weekly check-ins to foster trust, provide immediate feedback, and drive staff growth, and walk away with actionable tools to make mentorship a core part of your youth development team's leadership approach and staff development.

WORKSHOP BLOCK #2
2:30-3:45 PM

Presenter	Title	Audience	Description
Gail Bower	The Entrepreneurial Nonprofit Leader: Turning Constraints into Competitive Advantages	<ul style="list-style-type: none"> • C-Suite (CEO, COO, CFO, etc.) • Directors • Mid-management • Volunteers (includes board members) 	<p>What if your biggest organizational constraints – limited funding, small staff, crowded field – were actually your most powerful competitive advantages?</p> <p>Join this game-changing session and discussion for nonprofit CEOs, senior leaders, and aspiring leaders ready to master the entrepreneurial mindset that transforms limitations into strategic assets. Led by revenue strategist Gail Bower, you'll discover the best way to gain momentum. Stop seeing limitations as problems. Start using them as your secret weapons for mission impact.</p>
Joann Donnelly	You Call Yourself a Leader? High Yield Skills Investment for All Leaders	<ul style="list-style-type: none"> • C-Suite (CEO, COO, CFO, etc.) • Directors • Mid-management • Frontline/entry-level • Volunteers (includes board members) 	<p>This interactive session focuses on the essential “soft skills” that drive leadership success—effective communication, active listening, empathy, and emotional intelligence. Participants will practice core listening techniques, explore the role of emotional intelligence in building trust and relationships, and gain insights into how these skills shape strong, high-performing teams. Designed for current leaders, aspiring managers, and anyone committed to fostering a healthy organizational culture.</p>
Emily Gonlinsky	What’s Your EQ? Cultivating Empathetic Leadership & Emotional Intelligence	<ul style="list-style-type: none"> • C-Suite (CEO, COO, CFO, etc.) • Directors • Mid-management 	<p>Grounded in Brené Brown’s insight that “empathy is the essential leadership skill of our time,” this interactive workshop invites participants to explore their Emotional</p>

			<p>Quotient (EQ) and the role of empathy in effective leadership. Through self-assessment and discussion, you'll examine the five areas of emotional intelligence, identify strengths and growth areas, and gain strategies to overcome common challenges of empathetic leadership. Designed for YMCA staff and volunteers, this session will help you strengthen connections with diverse communities, enhance teamwork, and foster inclusive, compassionate environments aligned with the Y's mission.</p>
Chris Pallatto	Project Rundown: How to Manage a Project or Pitch a Proposal	<ul style="list-style-type: none"> • Directors • Mid-management • Frontline/entry-level 	<p>Planning a great community project takes more than good intentions—it takes structure, clarity, and a little support. In this workshop, we'll introduce the Project Rundown, a simple six-step planning tool designed just for non-profit leaders like you. From defining your project's "why" to figuring out who's doing what (and when!), this session will walk you through how to build mission-aligned, realistic, and ready-for-action plans. We'll also explore how tools like AI can help you brainstorm, organize, and problem-solve along the way.</p>