



Why participate?

Through a series of modules developed by leading minds in the areas of organizational culture, strategic thinking, planning, decision making, and system advocacy, IARFuture class participants will learn and/or expand their skills to overcome organizational challenges, and innovate in a time of significant system change. IARFuture truly prepares the leaders of tomorrow! Imagine the value of learning together and shared experiences – the networking opportunities to build professional relationships across sectors, the sharing of best practices and ideas to make our organizations stronger than they are today.

Who should be nominated?

Individuals within your organization who have exhibited the desire and capabilities to lead. There is no rigid age requirement for the application. No more than two applications per organization.

What are the session topics?

- Budget Development and Strategic Use • Data-Informed Decision Making
 - Leadership and Culture • Performance Management
- Person-Centered Practices • Strategic Thinking and Planning
- Systems Funding and Advocacy • Trauma Informed Leadership

Learn More & Apply Online at

www.IARF.org

Applications Due June 7, 2024



Envision a Better Future and Lead the Way

The IARFuture Leadership Initiative is a one-of-a kind program designed to develop, train, and strengthen future generations of leaders working in not-for-profit social service agencies. IARFuture is an opportunity to take your potential to the next level. The eight, day-long sessions offers you the chance to learn from leaders in organizations that are changing the face of service delivery and re-tooling their agencies to meet the opportunities of the future. It also offers the chance to create an amazing support network among your fellow participants.

Sessions

July 18-19

Leadership & Culture
Person Centered Practices

September 19-20

Data Informed Decision Making
Performance Management

August 15-16

Strategic Thinking & Planning
Budget Development & Strategic Use

October 17-18

Systems Funding & Advocacy
Trauma Informed Leadership

IARFuture Graduation: December 3, 2024

Session Objectives

Leadership and Culture

- Learn your leadership skills and how to apply your style in leading people towards achieving your mission.
- Know how to assess your organization's culture and be able to engineer the culture you want

Strategic Thinking and Planning

- Know the difference between strategic thinking and strategic planning and how to and when to use them.
- Be able to apply strategic thinking with day-to-day activities as well as the organizational and governmental levels.

Data-Informed Decision Making

- Know how to identify key metrics for your organization's success.
- Be able to use these metrics to improve short-term and long-term decision making.

Budget Development and Strategic Use

- Understand the basic principles of non-profit budgeting.
- Identify budgetary safety valves and use tools such as open book management to effectively manage a budget.

Trauma Informed Leadership

- Learn to recognize the signs of trauma in colleagues and direct reports.
- Identify specific approaches leaders can use to build trust, create safety, support recovery and avoid retraumatizing those who are suffering.

Performance Management

- Be able use employee coaching and recognition to maximize performance and employee satisfaction.
- Know to address performance concerns in a caring and respectful manner that also protects the organization from lawsuits and unemployment claims.

Person Centered Practices

- Be able to assess the degree with which your organization is aligned with person-centered practices.
- Translate assessment results into concrete actions that lead to improved outcomes for the people you serve.

Systems Funding and Advocacy

- Understand the dynamics of a publicly funded service system, how decisions are made, and how you can influence these decisions.
- Be able to advocate for your agency, clients and staff in Illinois's political system.

IARFuture Instructors

John Pingo

Chief Executive Officer, Goldie B. Floberg Center

Leadership and Culture

John Pingo has served people with developmental disabilities for over 25 years. Starting as a Direct Support Professional he has worked in human resources, program administration, and is now the Chief Executive Officer (CEO) of the Goldie B. Floberg Center based in Rockton, Illinois. As a CEO, behavior analyst, and self-professed super geek, John and his amazing team of mavericks and mighty misfits have led a cultural revolution within their agency resulting in improved outcomes for people served, happier employees, and lower staff turnover.

John earned his Ph.D. in behavior analysis and therapy from SIU Carbondale. He serves as a member of the IARF Board of Directors.

Christine Ziemba

HR Director, Little City Foundation

Performance Management

Christine Ziemba has a background in sociology, psychology, and general studies. Christine has held various roles in the human resources and training departments at Clearbrook and Little City Foundation, where Christine oversees workshops, training programs, and support services for individuals with developmental disabilities.

Over the years, Christine has gained experience in coordinating day services, supervising job sites, and providing case management for supported employment. With their education and extensive experience, Christine plays a vital role in talent acquisition, development, and operations within the organizations Christine works for.

Michelle L. Rich

CEO, Horizon House of Illinois Valley, Inc.

Budget Development & Strategic Use

Michelle Rich is the CEO of Horizon House of Illinois Valley, Inc. she has held this position since July 26, 2021. Previously, Ms. Rich served as the Director of Finance for Horizon House for 8 years. She brings a considerable amount of financial and human resource management experience in a variety of nonprofit human service agencies in the Illinois Valley and in the Chicago suburbs for the last 29 years.

Ms. Rich brings strong leadership skills. She was commissioned as a 2nd Lieutenant in the U.S. Army and served in leadership roles both on active duty and in the Army Reserves for 14 years as Chief Financial Manager for Fort Sheridan Morale, Welfare and Recreation programs, Battalion Adjutant/Personnel Officer, Group Adjutant/Personnel officer and served as Company Commander on several annual trainings. Ms. Rich was promoted to the rank of Major.

Ms. Rich holds a Master of Business Administration degree in Human Resources Management from University of Phoenix and a Bachelor of Science degree in Business Administration with emphasis in management and accounting from Emporia State University, Emporia, Kansas earning a CUME Laude designation.

Ms. Rich is involved in 4-H at the local level as a community club leader for the Dimmick Braves 4-H Club. She is very involved in several different committees at the county level promoting youth expansion in the LaSalle, Bureau, Putnam, and Marshall counties. Ms. Rich was recently inducted into the State of Illinois 4-H Foundation Hall of Fame.

Other activities Ms. Rich is involved in with the community is serving on the Dimmick Grade School Board as the secretary. She is also a State of Illinois Agriculture Certified Poultry tester. She has taught Shuri Ryu Karate and has earned the rank of Ni Dan (second degree black belt)

In her free time, she assists her son Matthew in showing and milking registered Nubian & Toggenberg Dairy Goats, gardening, reading and taking care of all the animals on a small farm north of LaSalle.

Kim Zoeller

President and CEO, Ray Graham Association

Person-Centered Practices

Kim Zoeller is the President and CEO of Ray Graham Association, which supports more than 2,000 DuPage County residents and their families to live in and contribute to their community. Through a variety of innovative programs, children and adults with disabilities are becoming vibrant and active members of the communities in which they live.

With nearly twenty-five years of experience, Kim has worked to create positive change with a focus on innovation. Her scope of work includes, transitioning a large sheltered workshop into a community based model of service, advancing employment opportunities, and evolving supported housing options for people with intellectual disabilities.

For fifteen years, Kim has also worked as a Quality Enhancement Specialist for the Council on Quality and Leadership. She also is the managing Board member for Life's Plan, a pooled trust option for people with disabilities. Presently, Kim is the Immediate Past President of the Institute on Public Policy for People with Disabilities, a Secretary of the IARF Board of Directors, Executive Forum President of the ARC of Illinois and Chair of the Statewide DHS Division of Developmental Disabilities Quality Committee. Kim holds a BS in Psychology and a Master's degree in Public Administration.

Rebecca Kasey

Director of Personal Outcome Measures, QCL

Data Informed Decision Making

Rebecca Kasey is QCL's Director of Personal Outcome Measures® (POM). In this role, she leads POM resource development, training and workshops, CQL Certification, etc. Rebecca has been using the POM since 2015, becoming certified in 2017. She has conducted 150+ POM interviews and presented 30+ POM Workshops.

Joshua Evans

President & CEO, IARF

Use of Power and Systems Advocacy

Josh became President & CEO of IARF on April 1, 2018, after nearly fifteen years working to advance the budget and policy priorities of the Association through the Illinois General Assembly and United States Congress. During his tenure as Vice President of Government Relations & Operations, Legislative Director, and Legislative Liaison, Josh lead IARF efforts to pass several initiatives into law, managed grassroots advocacy campaigns to protect funding for community-based services and supports, and represented IARF on many broad-based coalition efforts.

Josh currently serves on the Board of Directors of the American Network of Community Options and Resources (ANCOR), where he is also Chair of the State Association Executives Committee and Co-Chair of the Government Relations Advisory Committee.

Josh also serves on the Illinois Department of Human Services (DHS) Social Services Advisory Council (SSAC), the Developmental Disabilities Regulatory Advisory Board, and will serve on the Illinois Task Force on State Contracting with Private Nonprofit Human Service Providers.

He caught his first fish at age 37. It was a bluegill.

Greg Petersen

Chief Executive Officer, Keystone Alliance

Strategic Thinking and Planning

Greg Petersen has been in the nonprofit field for 24 years, the last 15 of which have been with I/DD agencies. Greg has been with Glenkirk since 2017, where they have been helping individuals with disabilities imagine their best lives, explore opportunities, and ultimately connect with their communities since 1954.

Prior to Glenkirk, Greg was with the Keystone Alliance from 2009 to 2017, and with Search, Inc. from 2004 to 2009. Greg's background also includes experience in the areas of strategic planning, social enterprise management, lending, and facilities development.

Kristen Huffman-Gottschling

Executive Director, PACTT

Trauma Informed Leadership

Kristen has been Executive Director at the PACTT Learning Center since 2013. In addition to her Executive Director responsibilities, she works as an Adjunct Faculty member at the University of Illinois Chicago, Jane Addams School of Social Work.

She received her doctorate in 2016 from the Jane Addams College of Social Work. She attained a Master of Social Work and is a graduate of the University of Michigan. She was formerly Director of Horizons Clinic-World Relief Chicago.

Dr. Huffman-Gottschling brings knowledge, clinical expertise and empathy to her position as Executive Director. She has been instrumental in guiding the organization and establishing a vision for the immediate future and long term. Working with numerous senior staff and employee groups, she has engendered a culture of mutual respect and commitment to PACTT's mission.

She is responsible for the daily management of PACTT operations. In addition, she works closely with the Board of Directors to facilitate organizational success, including financial, development and short and long-range planning.

Tuition

The tuition for all eight day-long sessions, one hotel room for the night of each session, lunch the day of each session and all materials is \$2,800 for members and \$3,800 for non-members.

Application Process

The IARFuture Leadership application is included with this material. Applications are due Friday, June 6th. Applications must be received by email at close of business that day. All applications will be acknowledged by return email. After applications are submitted, a selection committee will blindly review them, the 2024 Class will be selected, and sessions begin on July 18, 2024.

Questions?

Questions should be directed to Sara Roth- sroth@iarf.org

