

FOUNDATION

 **HR Alliance** Summit



MAY 22-24, 2019

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CAVALLO POINT

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SAUSALITO, CA

*Presented by*

 **SullivanCotter**

# SullivanCotter invites you

## **SullivanCotter is pleased to invite you to attend the Foundation HR Alliance Summit on May 22-24, 2019 at Cavallo Point in Sausalito, CA.**

Please join us for the Foundation HR Alliance Summit, where human resources leaders from private foundations across the country convene to network, learn and share best practices. Presented by SullivanCotter, this Summit is designed to facilitate networking between peer foundation HR leaders while providing access to experts in the field.

This year's Summit will include sessions on building an inclusive culture, HR and board relations, workplace flexibility, the voice of HR, executive compensation and staff pay equity, and the role HR plays in driving change.

### **What is the Foundation HR Alliance?**

The Foundation HR Alliance is a forum for private foundations to connect and have ongoing dialogue around human resources issues of greatest importance.

SullivanCotter created the Alliance in response to our clients' desire to network and share expertise with one another on key people matters. In partnership with an esteemed Steering Committee composed of prominent private foundations from across the country, this forum brings together private foundations to network and share ideas and expertise around HR matters.

# Event Details

## When is the Summit?

The Summit will begin the evening of Wednesday, May 22, 2019, and ends midday on Friday, May 24, 2019.

## Cost to attend?

Early-bird pricing is \$995 per person and expires on Friday, April 12, 2019. After this date, the price is \$1,195. The deadline to register for this year's Summit is Friday, May 10, 2019. Cost includes all meals and conference activities listed in the agenda.

## Who should attend?

Senior leaders responsible for the HR function and other key members of the HR team. More than one attendee from each organization is welcome and encouraged.

## Questions about the Summit?

Call or email Nanci Hibsichman, Principal and National Practice Director for the Not-for-Profit Sector, SullivanCotter, at 415.231.5790 or [nancihibsichman@sullivancotter.com](mailto:nancihibsichman@sullivancotter.com).

## Cancellation policy

Cancellations must be submitted by Friday, May 10, 2019, in order to receive a refund. Unfortunately, we are unable to issue a credit after this date. Substitutions are welcome and will not incur a processing fee. Cancellation requests should be sent to [info@sullivancotter.com](mailto:info@sullivancotter.com).

# Summit Location and Resort Information



## Summit Location

Cavallo Point  
601 Murray Circle  
Sausalito, CA 94965  
Phone: 415.339.4700  
[cavallopoint.com](http://cavallopoint.com)

All events, meals and sessions will take place on-site at the resort.

On-site Contact:  
Liz Jones, SullivanCotter  
Email: [lizjones@sullivancotter.com](mailto:lizjones@sullivancotter.com)  
Phone: 952.456.2105

## Amenities

Although not part of the event's program, we encourage you to take advantage of other facilities and activities available at Cavallo Point. This includes morning yoga class, access to the fitness suite, guided hikes, spa treatments, meditation activities and more.

## Room Reservations

The discounted room rate is \$399 per night. Please book prior to April 23, 2019, when this room rate expires.

Booking may be done by phone (call **415.339.4700** and ask for SullivanCotter's **Foundation HR Alliance Summit** room block) or [online](#) with our pre-populated group code.

**Please note:** If you plan to arrive early or extend your stay, you will have to call in order to book. Booking online works for the contracted event dates only (nights of May 22 and 23).

The group rate will be offered three days pre- and post-event based on availability.

# Foundation HR Alliance Summit Agenda

## Wednesday, May 22, 2019

**Location** Cavallo Point Cooking School

**5:45pm - 8:15pm** Cocktails and Welcome Dinner

The Summit will commence with cocktails and opening remarks followed by an unconventional dinner. We will gather at the Cavallo Point Cooking School for a unique Culinary Social Hour where guests can mingle, eat, watch and participate as a staff instructor prepares a variety of small plates at different stations - back by popular demand! In addition to tasting what has been prepared, heavy canapés and other appetizers will be served.

## Thursday, May 23, 2019

**Location** Surfbird A Room

**7:00am - 8:00am** Breakfast

**Location** Mission Blue Room

**8:00am - 8:15am** Opening Remarks

**8:15am - 8:45am** Icebreaker Activity

**8:45am - 10:15am** Building an Inclusive Culture  
*Diane Samuels, Ford Foundation*  
*Evelyn Ontaneda, Living Cities*  
*Allan Silva, Riverene*

What does a truly inclusive workplace look like? Learn from peer foundations and their grantees on how to successfully build and reinforce a culture of diversity and inclusion within your own organization.

Agenda is subject to change

10:15am - 10:30am **Break**

10:30am - 12:00pm **Workplace Flexibility**  
*Jennene Tierney, Arcus Foundation*  
*David Waldman, Robert Wood Johnson Foundation*  
*Aden Bliss, The Ford Family Foundation*

Employees continue to expect greater flexibility in the workplace, and many talent models are evolving to incorporate remote workers. This session will explore the current landscape of workplace flexibility, including both the challenges and opportunities it presents.

**Location** **Surfbird A Room**

12:00pm - 2:00pm **Lunch**

Enjoy a two hour break for lunch, including the option to join a guided Cavallo Point Walking Tour. The tour will commence at 1:15pm.

**Location** **Mission Blue Room**

2:00pm - 3:30pm **Change and the Value of HR**  
*Sherry Fultz, Houston Endowment*

Change is inevitable – and HR plays a number of important roles when it comes to managing this process. In this session, the Houston Endowment will share its experience working with other leaders to effectively facilitate and implement change – whether planned or unplanned, welcome or unwelcome - within the organization. Participants will also engage in small group discussions and share learnings with the broader group.

3:30pm - 3:45pm **Break**

3:45pm - 5:15pm **Influential HR**  
*Carla Smith, William Davidson Foundation*  
*Annette J. Phillips, The Andrew W. Mellon Foundation*

The voice of HR must not simply be heard – it must effectively influence, motivate and engage employees across all levels of the organization. During this session, the group will participate in a discussion around how to best use your voice to inspire action and support change within your foundation.

5:15pm - 6:00pm **Break**

Agenda is subject to change

<b>Location</b>	<b>Surfbird A Room</b>
6:00pm - 6:30pm	Cocktail Reception
6:30pm - 8:00pm	Dinner

## Friday, May 24, 2019

<b>Location</b>	<b>Surfbird A Room</b>
7:00am - 8:00am	Breakfast

<b>Location</b>	<b>Mission Blue Room</b>
8:00am - 8:15am	Opening Remarks

8:15am - 9:45am	<b>Executive Compensation, Staff Pay Equity and Emerging Trends</b> <i>Nanci Hibschan, SullivanCotter</i>
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This session will explore the latest developments in federal regulations pertaining to executive compensation - designed to ensure your organization engages in governance best practices and avoids new pitfalls surfacing in pay audits. Participants will also engage in group discussion around other topics of importance related to pay equity and emerging trends in benefits.

9:45am - 10:00am	Break
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10:00am - 11:30am	<b>HR and Board Relations</b> <i>Facilitator: Caitlin Adams, The California Wellness Foundation</i> <i>Terence Mulligan, Board Member, The California Wellness Foundation</i> <i>Jean Tom, Davis Wright Tremaine</i> <i>Chris Power, Kansas Health Foundation</i>
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The relationship between HR and the board is multifaceted - and critical to ensuring talent strategy and execution is navigated successfully. A panel of experts, which will include representatives from HR and the board, will share best practices and learnings regarding how to better engage the board around key talent matters.

11:30am - 12:00pm	<b>2020 Planning, Concluding Remarks and Boxed Lunch</b>
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Agenda is subject to change

# Special Thanks

SullivanCotter would like to extend a special thank you to all of those who have partnered with us to make the 2019 Foundation HR Alliance Summit possible, including our esteemed Steering Committee.

THANK YOU

## 2019 Foundation HR Alliance Steering Committee

HOUSTON  
ENDOWMENT

**Sherry Fultz**

Director, Human Resources  
and Administration



**Caitlin Adams**

Director of Human Resources



**Jennene Tierney**

Vice President,  
Human Resources



THE ANNIE E. CASEY FOUNDATION

**Kimberley Brown**

Director, Human Resources  
and Talent Strategies



FORD FOUNDATION

**Samantha Gilbert**

Vice President,  
Talent and Human Resources