



Focus Area and Priority Updates

TFF Board Meeting – April 25, 2024

**This document is presented for informational purposes.
At the Board Meeting, we welcome your reaction to the work, questions, and suggestions.**

Brown County Focus Area

THE GOAL

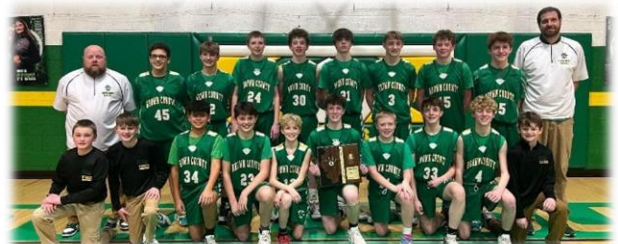
To empower Brown County to be a magnet community where people live, learn, work, and play.

Several individuals and groups are leading Brown County efforts, including Action Brown County, the City of Mt. Sterling, TFF, and a committee spearheaded by Dot Foods. Dan Teefey works to keep these groups connected and collaborating.

Mt. Sterling Committee Members: Pat Tracy (Chair), Jim Tracy, Dick Tracy, Susie Stamerjohn, Jean Buckley, Kendra Stamerjohn, Megan Costigan, Dan Teefey, and Bill Mummey.

Updates

- **Brown County Library.** The Brown County Public Library is presently under construction in Mt. Sterling and progressing well. The \$5.4M project is expected to be complete by the end of 2024. Though they have raised sufficient funds to build the library, the library continues to fundraise for furnishings and technological enhancements. TFF provided a \$350,000 grant towards the project and is likely to receive an additional funding request in 2024.
- **Mt. Sterling Businesses.** Brown County Accounting and Tax has moved into the uptown Main Street spot previously occupied by Perfectly Imperfect. Nichole Croxton (Simply Shiloh) has purchased the building that houses the Democrat-Message and is currently renovating the building to host new retail on the front and the Democrat-Message in the back. The car wash in Mt. Sterling was recently purchased and renovated as the new [Wizard Wash](#). A new automatic wash was installed, and the entire property was updated. It is a significant improvement for the community!
- **Brown County Elementary School.** The BCES 8th grade boys basketball team won the IESA 2A State Championship in February!



- **Mt. Sterling Lake.** TFF funds helped to fund a new kayak rental unit at the Mt. Sterling Lake. The RentFun unit works with an app and allows customers to rent a kayak, life jacket, and oar with their credit card. Once the purchase is made the locker opens. Customers are charged for additional hours if they do not return the equipment to the locker within the allotted time. This amenity makes it much easier for folks to kayak on the lake if they do not own equipment.



The Mt. Sterling Lake has also added a new 18-hold frisbee golf course. This amenity was paid for with a Dot Charitable grant.



- **Action Brown County.** Action Brown County’s annual Night at the Races fundraiser is Saturday, May 11 at the KC Hall in Mt. Sterling. Participants watch 10 recorded harness races, purchase horses in the races, name horses, and bet on the winners of each race – all for real money! Tickets and information can be found at www.actionbrowncounty.org/races

- **Other Brown County updates will be shared at the TFF Board meeting.**

Education Focus Area

THE GOAL

To cultivate learning communities that inspire life-long learners, leaders, and problem solvers.

Committee Members: Angie Schlater (Chair), Anne Capestrain, Claire Hollywood, Mike Tracy, Linda Tracy, Dan Teefey, Sam Sullivan, Kendra Stamerjohn, and Sam Tracy.

Updates

Early Childhood Education

- **West Central Illinois Library Collaborative.** The goal of the collaboration is to help libraries provide early childhood education programs and activities in the TFF’s 10 counties.
 - **We support 23 libraries in West Central, IL. These 23 libraries are at 26 library locations.**
 - Many libraries have found innovative ways to meet the early literacy needs of the children in their communities. In addition to story walks and story time kits. . .
 - **13 libraries provide Storywalks throughout the year.** Carrollton also provides Storywalks at their elementary school and a bilingual picture book at the high school during the school year. **3 libraries have permanent Storywalks** where stories can be changed throughout the year.
 - **19 libraries provide Storytime kits for their patrons to check out.** Four libraries (Carrollton, White Hall, Roodhouse, and Winchester) have created and/or purchased their own kits and continue to circulate them.
 - **The “If You Give a Mouse a Cookie” Mouse will be touring libraries to enhance Summer Reading programs!** Mouse will be making appearances from June 4th through July 1st. He will

visit nearly all library locations in addition to the Brown Co. Early Learning Center, Juneteenth Celebration in Quincy, and will be shared with the Quincy Children's Museum.

- **Professional Development**
 - 10 librarians and the ECE Library Consultant plan to attend the Association for Rural & Small Libraries (ARSL) Conference, held September 11-15, 2024, in Springfield, MA. Kimber Martin (North Pike) and Tiffany Holland (Library Consultant) will submit a proposal to present at this national conference. Their session will focus on collaborative efforts to enhance offerings at rural libraries.
- **Marketing** - 7 Libraries have had video productions created thanks to TFF Video Storytelling grants. 4 remaining libraries are in the planning/scheduling phase of this project.
- **Move & Groove Program** - 13 libraries now have Move & Groove Programs.

K-12 Education

- **DonorsChoose.** In January, the TFF board approved a grant to [DonorsChoose](#) for \$120,000 to provide matching funds to educators in West Central, IL. The first match (\$60,000) was started on March 1st.
 - We started with a 1:1 match hoping to increase the number of teachers that received funding.
 - \$30,000 of the \$60,000 has been spent so far.
 - **81 projects have been funded at 36 different schools across our region.**
- **Open Parachute.** [Open Parachute](#) is a digital wellness curriculum that teaches practical mental health skills to students. The focus is on prevention and allowing students to practice skills to address any current or future challenges that might impact their mental health. It is a K-12 program that uses peer stories to showcase the journey of overcoming trauma and other adverse life experiences, such as family stress, bullying, peer challenges, isolation, learning difficulties, cultural inequalities, and negative social media interactions. **Ten schools are implementing Open Parachute during the 2023-2024 school year, and we have plans to expand.**
- **#HalfTheStory.** TFF is piloting [#HalfTheStory](#) with 4 schools/districts currently. #HalfTheStory has a program called Social Media U. Social Media U is an evidence-based digital wellness program, co-designed with youth, to educate young people on the connections between their emotional health and digital habits to transform their sense of self and their relationship with technology. **We are hosting a region wide virtual parent night on April 30th.**
- **Ron Clark Academy.** There continues to be a buzz throughout West Central Illinois from educators attending the Ron Clark Academy. TFF is hosting a regional Ron Clark Academy House Showcase on June 25th at The Knowledge Center at Chaddock. There are over 70 people signed up so far. This conference will have breakout sessions led by educators who are currently implementing a version of the House System. The whole purpose is for educators to be able to share with one another and learn how to start or improve their House Systems.
- **School Leadership Initiative.** TFF's goal was to train 5 cohorts of school leaders (150) by 2020.
 - ✓ **Impact:** TFF completed Cohort 6 in May of 2023 and graduated a total of 180 school leaders from the NISL program throughout all 6 cohorts.
 - ✓ **What's Next:** We are currently working on ways to sustain this work throughout the region. NCEE has offered us an opportunity to have a cohort go through a new program called **Future Ready Learners**. This is a free opportunity. This program is less intensive than the NISL program and would provide us the opportunity to go deeper within a few districts versus impacting a small number of people across many districts. **Brown County has plans to pilot this program this summer.**

Brown County Education Updates

- **Brown County Promise Program.** We publicly announced this program this month and have heard nothing but excitement from the community. We'll share more at the TFF Board meeting.
- **Brown County Strategic Planning.** The school district is currently participating in a strategic planning process and TFF has been involved at various stages. There has been good engagement and we're hopeful that effective strategies will be developed through the work.

Education Focus Area | Catholic Schools

Committee Members: Angie Schlater (Chair), Brandi Borries, Annie Tracy, Sara Reuschel, Dan Teefey, Mark McDowell, Bill Schlater, Melissa Obert, Anne Capestrain, Father Adam Stimpson, Merle Kenady, Kimberly Venvertloh, Robyn Pilliod, and Father Mark Tracy.

Updates

- **St. Mary School – Mt. Sterling.**
 - **St. Mary's enrollment for the 2023-2024 school year is 131 students.** They had 126 students last year.
 - They received funding from the Dorothy Tracy Estate Gift to get all new windows. This project is complete.
- **Enrollment is down a total of 6 students across all Catholic Schools in West Central IL, which is -0.2% from last school year. Our 13 school's enrollment is up 2% from pre-pandemic levels. Nationally, enrollment is still down 2% from pre-pandemic levels.**
- **Marketing.** The TFF board approved funding of up to \$10,000 per Catholic school for marketing support last year. Each school was required to complete a marketing audit first through the Secret Shopper Program. All 13 schools have completed the Secret Shopper Program. The next step was for each school to work with the marketing firm, Vervocity, to create proposals for enhanced marketing efforts. **The schools are doing a variety of things including marketing videos, brochures, banners, social media advertising, photography, and website development. These projects are taking longer than expected but have been well done.**
- **Invest in Kids Act.** Unfortunately, Illinois lawmakers declined to extend the tax credit scholarship program. The schools are still trying to navigate what this means for the many families that were benefitting from these scholarships. We anticipate that there will be some scholarship needs for West Central Illinois Catholic schools in 2024 due to the sunset of the Invest in Kids Act. We have made some dollars available through their Catholic School Grant Program that can be designated toward scholarships to help mitigate this loss.
- **Strategic Planning.** The 4 Quincy Catholic Elementary Schools are going through a strategic planning process as a system right now. Their retreat is at the end of April. QND is also going through strategic planning right now. Their retreat was in early April.



Committee Members: Megan Costigan (Chair), Terry Jenkins, Rob Akright, Annie Tracy, Dan Teefey, John Oliver, Suzy Parn, Angela Caldwell, Jake Schlater, and Melanie Markay.

Updates

- **Brown Schuyler Creating Entrepreneurial Opportunities (CEO) Program:** The [Brown Schuyler CEO](#) program is nearing the end of the second semester of their fourth year. There are 15 students in this year's class (10 Brown County High School, 5 Rushville-Industry High School). The students have done a great job and have grown a lot over the course of the school year. In the second semester they have been focused on creating their individual businesses to ensure they are ready to officially launch their business at the end of year Trade Show on April 28th at The Crossing Camp in Rushville, IL.

The Class of 2025 was selected in early April. The CEO Facilitator and a sub-committee made up of Brown Schuyler CEO Board members selected the 15 students in a blind-selection process. The program will have 10 students from BCHS (2 juniors and 8 seniors) and 5 students from RIHS (2 juniors and 3 seniors).

The focus of the Board over the next few months will be on training and education for board members, officer transitions, investor recruitment, and preparing for the next school year. The Board is made up of 10 members.

- **Cass County CEO Steering Committee:** In mid-October, TFF held a CEO Lunch & Learn in Beardstown, IL. TFF staff and Midland Institute for Entrepreneurship presented the program to 23 local leaders from the community. Since then, a Steering Committee has been formed and has been meeting monthly since December 2023. The work of this committee is moving forward on target. A group of 10 people have been identified to serve on the Cass County CEO Board. The Steering Committee and the potential board members will meet for the first time at the May meeting. Then, the Steering Committee will dissolve, and the Board will continue the work to develop the program. Megan Costigan has committed to serve on the board for one year to provide support.

Beardstown Main Street is committed to serving as their Fiscal Sponsor. Rich Eckert who has been involved and will serve on the CEO board, has started doing some work towards getting their own 501c3 status. They plan to apply for a Formal Funding Grant in Cycle 2, requesting funding for their start-up funds.

- **Jacksonville Youth Engagement Program (JYEP):** JYEP serves the at-risk populations in some of the lowest-income neighborhoods in Jacksonville, Illinois. The JYEP Board consists of seven leaders in the community that meet monthly. They received their 501c3 status recently. They continue to work on their board structure, strategy, goals, etc. They have done a better job recently with marketing efforts and continue to see an increase in the community's need and an increase in the requests they receive from organizations. In addition, they have begun seeking funding from additional funders, although TFF continues to be the largest supporter. This is top of mind for their board and they're working on garnering more income diversity. Lately, Megan communicates with JYEP's Board Chair each month and has started attending board meetings when available. They send the meeting minutes to Megan after each meeting as well.

Here is JYEP's new promo video: <https://vimeo.com/926373440?share=copy>.



Committee Members: Dan Teefey (Chair), Annie Tracy, Jil Tracy, John Oliver, Megan Costigan, Kelsey Cope, Adina Tracy, and Callie Niederhauser.

Updates

- **Marital Enrichment** – The goal of this project is to decrease the number of divorces and to increase the number of couples that have vitalized marriages. We partnered with [Communio](#), a nonprofit that consults with churches to equip them with data insights and ministry best practices to foster healthier relationships for singles, those preparing for marriage, married couples, and those in marital crises. We are working with churches on outreach, ongoing engagement, and relationship growth programs. Each participant church set goals and we measure their progress. Here is their progress as of 4/1/2024.

- **Lincoln Avenue Baptist Church (Jacksonville, IL).**
 - New Goal: Increase weekend attendance from 250 to 275 by 3/30/2025.
 - Existing Goal: 90 people complete 8+ hours of skills-based relationship enrichment by 3/30/2024. (Progress: 80 of 90)
 - Recent events: Dinner & Movie Date Night (20 attendees); Marriage Enrichment Weekend (60 attendees); Axe Throwing and VR Date Night (22 attendees).
- **St. Peter Catholic Church (Quincy, IL).**
 - Increase weekend Mass attendance of school families by 30. Progress: 35. Achieved!
 - Increase individuals attending 4+ hours of skills-based relationship education from 0 to 100. Progress: 68 of 100.
 - Recent events: Couples' Happy Hour (10 couples); upcoming United in Love, United in Christ marriage course.
- **Blessed Sacrament Catholic Church (Quincy, IL).**
 - Brand new. Concluded their strategic planning session in February.
 - First event will be a Block Party in early May.
 - The Block Party will be followed by a Summer Date Night Challenge.
 - Their Growth journey courses will start in the Fall of 2024.
 - Goal: Increase mass attendance from 432 to 497 by 12/31/2026.
 - Goal: 80 people complete 8+ hours of skill-based relationship enrichment by 12/31/2026.
- **New Churches.** Communio has presented to Sts. Peter and Paul in Nauvoo, IL and Madison Park Christian Church in Quincy, IL. We're hopeful that each of these conversations will lead to engagement later this year.
- **Family Dinner Project** - The Family Dinner Project (TFDP) is a program that champions family dinners as an opportunity for family members to connect and strengthen family communication, mental health, and connectedness.
 - We have 11 participating organizations in 2024: Boy Scouts (Quincy, IL), Bella Ease (Quincy, IL), Blessed Sacrament Church (Quincy, IL), Early Childhood and Family Center (Quincy, IL), Memorial Hospital Association (Carthage, IL), Prairie Skies Public Library (Ashland, IL), Quincy Children's Museum (Quincy, IL), Quincy Montessori School (Quincy, IL), Routt Catholic High School (Jacksonville, IL), Schuyler County Mental Health Association (Rushville, IL), and Two Rivers Regional Council Foundation (Mt. Sterling, IL).

Mental Health Focus Area

THE GOAL

To strengthen the lives of children, families, and adults by championing mental health.

Focus Area: Mental Health

Committee Members: Terry Jenkins (Chair), Jean Buckley, Jil Tracy, Wanda Tracy, Nikki Tracy, Suzy Parn, Susie Stamerjohn, Dr. Kari Wolf, Erica Buckley, Teresa Sullivan, Dr. Michael Gadson, Jane Tracy, and Angie Schlater

Mental Health Committee Updates:

TFF engaged [Mindful Philanthropy](#), an organization that has helped TFF and the Mental Health Committee to identify and develop a series of focused mental health strategies for West Central Illinois. During the process, they helped TFF survey the Mental Health landscape in West Central Illinois, evaluate the needs of our region, and identify optimal

interventions that best align to our existing body of work and the appetite of the Tracy Family Foundation. They identified 18 different strategies, some with sub-strategies, aligned to TFF regional gaps or concerns.

Progress towards 2023 Goals:

- **National Alliance on Mental Illness (NAMI)** - NAMI is a nationwide program that supports those with a mental illness diagnosis and their families.

Actions Steps Completed: We are officially, NAMI West Central Illinois. The application and approval process has been completed, and we have been granted affiliation.

Next Steps: There are many steps to be completed. We are working with NAMI Illinois to hire a part-time Program Director. We will create a website and marketing materials. We will plan an Open House in late May 2024, and finally we are in the process of mobilizing communities and getting facilitators trained, starting with Mt. Sterling, Quincy and Jacksonville, Illinois.

2024 Mental Health Focus Area Goals

1. **Screening for Early Intervention in Schools – Rural Behavioral Health Institute** – This TFF proactive collaboration has submitted a grant request that the TFF Board will review April 25th. This program fills a significant assessment and counseling gap in West Central Illinois around suicidality, anxiety, and depression. Adolescent suicide rates in the US have increased significantly in the past several years. TFF worked with this organization to create a quote for services and programming in West Central Illinois. The Mental Health Committee reviewed this grant request as well, offering unanimous and full support for this program and approval of the proposed grant.
2. **Grantee Driven Mental Health Needs Assessment & Service Expansion – Mental Health Listening Tour** – Terry has been engaged in a Mental Health Listening Tour. He has engaged 14 Nonprofits, thus far, who are serving populations with mental illness. He will plan to meet with an additional 16 nonprofits, totaling 30 nonprofits survey in our region. During this process, Terry has a list of questions focused on identifying the mental health gaps and concerns in the TFF region. During the interview process, Terry is also exploring existing programs, and innovative program ideas to generate grant proposal activity and new programs in the TFF geographic region.
3. **Trauma Informed Care Training for Existing Grantee Partners** – TFF has identified two sources to provide Trauma Informed Care training. Those two sources are Chaddock, through the Chaddock Knowledge Center, and an online training resource, Trauma Free World, that offers online Trauma training as an alternate option to Chaddock’s hybrid and in-person version of training. Terry has met with Chaddock, garnered a first quote for services, and is currently negotiating the pricing with Chaddock. The Trauma Free World training is a larger, pre-canned curriculum that has a set price, so negotiation of price will be more limited. This work will hopefully begin in late Spring to early Fall 2024.
4. **Parent Support and Enrichment Program Expansion – Parents as Teachers & Parent Education Programs** – Terry met with the Parents As Teachers program at Transitions of Western Illinois. He identified many obstacles to the usage of their program, as well as almost no collaboration or cooperation between agencies who serve similar populations. The result is a severe underutilization of the program. As a result, this project will require a fair amount of investigation, mediation, and massage to potentially expand these programs in Adams, Brown, Hancock, and Pike Counties. Terry will work to identify other existing programs in West Central Illinois, and that work will start in the Fall of 2024.

Next Generation Advisory Board (NGAB)

Board Members: N/A

Goal: To develop a philanthropic spirit among Next Gen family members; create individual and multi-generational leadership development and opportunities; help prepare Next Gen family members to serve on TFF Board, and provide support to the TFF Board in carrying out its mission

Updates

- We do not have a Next Gen Advisory Board this year. The 3Gs eligible to serve on NGAB have already done so. All the 3Gs who served on NGAB enjoyed their experience and found it valuable. NGAB's structure was not geared towards the ages of 4G Tracy family members, so TFF staff has been working on Guiding Principles for the 4G NGAB. That document was shared with the TFF Board prior to the April 2024 board meeting. If approved, TFF staff will recruit 4Gs starting in Summer 2024 and the 4G NGAB will launch in January 2025.

3G Opportunity Fund

Team Members: Kristin Tracy, Lauren Clough, Maggie Sullivan, Megan Costigan

The purpose of the 3G Opportunity Fund is three-fold: 1) to further develop a philanthropic spirit among 3G Tracy family members through engagement with nonprofits in their communities, 2) to advance 3G, board, and staff understanding of a specific topic within a TFF focus area, and 3) to provide a collaborative opportunity for 3G Tracy family members to engage with the Tracy Family Foundation.

At the beginning of each year, TFF staff will select the 3G Opportunity Fund's topic for the year. The topic selected will align with TFF's values and TFF's focus areas. The topic may be an area that the TFF staff and Board want to learn more about or an area of interest to the 3Gs. Once selected, TFF staff will share the topic with all 3G Tracy family members and invite them to participate in the 3G Opportunity Fund for that year. 3Gs will identify organizations in their community that address the selected topic through their work.

3Gs will conduct online research, phone interviews, and/or in-person site visits. Ultimately, the 3G Opportunity Fund team will select a maximum of two organizations to apply for a TFF Formal Funding Grant in Grant Cycle 3 of that year. The TFF Board will review the grant application(s) and make a final determination on the grant request(s).

Updates

We launched the first 3G Opportunity Fund team in January 2023. TFF staff selected the topic for the year – the impact of screen time on mental health. This topic was selected because it aligns with TFF's values and focus areas. It is also a topic that the TFF staff and Board wanted to learn more about, and the 3Gs were interested in. The 3G Opportunity Fund team researched organizations doing work in this space in the cities they live in and throughout the country. After thorough vetting of the organizations by the 3G team and TFF staff, [Screen Sanity](#) was invited to apply for a \$50,000 Formal Funding Grant. The funds will be used for the creation of a promotional video, Parent Night "how-to" video, 30 Parent Night events in West Central Illinois, Denver, and St. Louis, and digital marketing.

TFF staff and Screen Sanity launched the Request for Proposal on April 8, 2024. The email was sent to our organization and school contacts in each of the three geographic regions – West Central IL, St. Louis, and Denver. As of April 12 – just four days after the RFP was released – we have received 12 applications.

Project Timeline

- April 8 – RFPs released
- May 6 – Applications due
- May 31 – Organizations/Schools selected will be announced
- June–August – Prep and Planning for events
- August–November – Recipients will host the Screen Sanity Parent Night, report attendance, and complete post-event survey

TFF staff continues to keep the 3G Opportunity Fund team updated on the project. Tracy family members will be informed of the organizations/schools selected to host an event and what those dates are so they can attend an event if they have interest.

Capacity Building
TFF Staff Leader: Callie Niederhauser
Capacity building is the use of strategies to improve organizational health so that organizations can impact more people in greater ways. Capacity building helps organizations deliver stronger programs, pursue more ambitious opportunities, build deeper connections, innovate, and iterate.

Capacity Building 2024

- Launched new webpage January 11, 2024, including a calendar of offerings and RFPs, allowing grantees to prioritize their yearly applications.
- The unveiling of the webpage in January 2024 corresponded with a surge in capacity building applications, showing a 67% increase from the previous year.
- Traffic to the Capacity Building webpage more than doubled compared to its 2023 levels, indicating a significant growth in interest and engagement with the resources provided.

New Programs in 2024

- **Fundraising 101** offers one-on-one coaching and two workshops centered on fundraising basics and best practices. Five grantee organizations are currently developing a structured fundraising plan to be completed by the program's end. The first workshop was held in March, and the concluding workshop, scheduled for late May, will feature the final presentations.
- **Mental Health Matters** is a new program that seeks to address employee mental health and burnout within our nonprofit organizations and schools. Our program enables four organizations to nominate up to four of their leaders or staff members for individual coaching sessions focused on improving workplace culture, promoting personal wellness, and fostering healthy coping mechanisms. Additionally, the program will introduce a new assessment tool to be used before and after the program, aiding TFF in the measurement of program impact and participant growth.
- The **Volunteer Value** program, currently under development, will offer personalized coaching to enhance volunteer engagement, recruitment, and retention in organizations. It will evaluate existing methods, emphasize the value volunteers bring to the organization and community, and integrate proven strategies and innovative approaches for volunteer involvement.

Nonprofit Roadmap Assessment

TFF created the Nonprofit Roadmap Assessment to help nonprofits identify growth areas and identify the actions needed to improve.

- Was published to our webpage in May 2023.
- Has received 75 separate entries to date.
- The two lowest scoring categories among area organizations are:
 - Pillar 1: Courageous, Adaptive Executive and Board Leadership
 - Pillar 7: External Evaluation for Mission Effectiveness
- Includes the option for organizations to receive aggregate organizational data with a customized report created by TFF staff.
- In 2024, we added this question to our Capacity Building Application to help organizations identify how their Capacity Building projects align with their organizational development: *Explain how this project aligns with your most recent Nonprofit Roadmap Assessment results.*

TFF will continue to use this data to shape future offerings as we respond to area nonprofit needs. We are also eager to launch a similar assessment focused specifically on Boards, the Board Development Roadmap, in the next couple of months. This assessment has been in the pilot stage since 2021 and is now ready for online publication.

First Aid for Fundraisers

TFF offered a new program in Fall 2023 to assist nonprofits with developing or strengthening their year-end appeals. The five selected nonprofit organizations received up to 20 hours of individualized, targeted coaching to develop and implement a year-end fundraising initiative. In addition to coaching, nonprofits used a portion of the funding toward developing and promoting the year-end appeal (printing, postage, or advertising fees).

Results: Grantees who tracked their previous year's fundraising saw an average 221% rise in end-of-year donations in 2023, thanks to TFF's new program and their own campaigns.

Dare to Lead

The Tracy Family Foundation continues to partner with Julie Boll, a Dare to Lead certified Facilitator, to offer two three-day workshops in 2024. TFF offered this training in 2023 and received lots of positive feedback (see testimonial below). Based on the research of Dr. Brené Brown, leaders learn the critical skills required to do brave work, have tough conversations, and show up in a meaningful way daily. The program continues to be in high demand by our nonprofit partners and has already generated a waitlist of leaders for our 2024 workshops. **By the end of 2024, more than 70 local individuals will be Dare to Lead trained through TFF's partnership.**

"This project was a life-changing experience. The training was incredibly well done by Julie. She empowered individuals to lead with courage, vulnerability, & connection. We learned to reflect introspectively first, lean into our own values and to learn about ourselves and our own shame in order to approach leadership with empathy, courage and understanding. It helped me move back into the workplace with a greater understanding of myself and an openness to facilitate a workplace of vulnerability and connection enabling all peoples to grow and rumble as a team."

– Meggie Koch, Quincy Montessori School