2026 THRIVE COHORT

Thrive Cohort offers relationship building, networking, and learning for nonprofit professionals to foster career development within the sector. This initiative is part of the Community Foundation's efforts to advance racial equity by helping nonprofit organizations close the racial leadership gap and diversify nonprofit staff and managerial teams. Meetings will be held on the first Wednesday of the month from 11 a.m. to 2 p.m. from April to October. Lunch will be provided. Nonprofit professionals who are members of the BIPOC (Black, Indigenous, People of Color) community are invited to apply. View the eligibility requirements and indicate your interest here.

BENEFITS:

- Professional leadership development.
- Valuable workshops and self-discovery.
- Expand networking connections.
- Complimentary networking lunches.
- Impactful social networking with peers.

TRAINING SESSIONS:

Speak Their Language: Using DiSC to Influence with Intention — **LaDrina Wilson, Iman Consulting**

This interactive two-hour session introduces participants to the DiSC personality assessment and how it can be used as a practical tool for effective communication and influence. Participants will explore their own DiSC style and learn how different behavioral preferences shape communication, decision-making, and workplace dynamics. (April 1)

The Art of Showing Up: Identity, Vision & Clarity — **Nicole Sallis, Design+Her+Life LLC**

This experience helps participants slow down, reflect, and reconnect with who they are becoming. Through identity work and vision-setting, participants gain clarity on values, purpose, and leadership presence. This is not goal-setting, it's identity alignment. (May 6)

The Art of Showing Up: Communication, Presence & Influence — **Nicole Sallis, Design+Her+Life LLC**

How you communicate is how you are remembered. This workshop explores how verbal communication, nonverbal cues, and visual presence work together to build trust, credibility, and influence especially in professional and community-facing roles. (June 3)

Connecting to the Nonprofit Community and Narrative — **Carrie Walker, VP of Learning, Greater Cedar Rapids Community Foundation**

An optional session to view the movie UnCharitable, examine common nonprofit myths, and develop a nonprofit narrative that works for all. (July 1)

Race, Power and Privilege & Equity-Centered Leadership — **Anthony Arrington & Joy Briscoe, B-Lab, The Belonging Laboratory**

Develop a shared understanding of race, power, and privilege as historical and contemporary systems. Define and apply the 4 P's—Power, Privilege, Platform, and Purpose as tools for ethical leadership and equitable influence. (August 5)

Trauma-Informed Leadership — **Anthony Arrington & Joy Briscoe, B-Lab, The Belonging Laboratory**

Learn practical implementation tools that help teams strengthen communication, improve psychological safety, and respond more effectively to stress, trauma, and burnout. This work goes beyond awareness and focuses on real systems change, equipping organizations to build resilient staff, improving outcomes for the people they serve, and creating environments where individuals feel valued, supported, and empowered. (September 2)

Nonprofit Leadership & Cohort Presentations — **Nonprofit Advisory Council and Thrive Cohort Alumni**

Members of the Community Foundation's Nonprofit Advisory Council and Thrive Cohort Alumni members will be featured panelists. Thrive Cohort members will present on a leadership topic to wrap up their experience. (October 7)