

# PRE-CONFERENCE SCHEDULE

## OPTIONAL EARLY EDUCATION

### TUESDAY, MAY 30

▶ **Orlando Union Rescue Mission Tour** \$

Sign up for a motor coach tour to the Men's Home, the Family Home, and the Family Life Center, all located to the west of Orlando's downtown business district located. The Men's Home is an expertly converted large motel complex. The Family facilities are in a beautiful setting on Rock Lake. There is a lot to see and learn from a visit to this long-time Citygate Network member organization.

▶ **District Officers Council** ☒

▶ **Donor and District Officers Dinner** 🎵 ☒

### WEDNESDAY, MAY 31

▶ **New Leaders/New Locations Advance Sessions** 🎵 \$

Across Citygate Network, a significant number of new CEOs and member ministries are in leadership transitions. What's more, for a number of reasons, member ministries are examining the prospects of relocating key programs or expanding into new locations. With all that's new, this is an ideal time to reinforce your foundations and learn best practices for growth and change so that your ever after is a legendary success.

Choose three of the six sessions shown, plus take part in an opening and closing session. Our New Leaders/New Locations Advance Sessions will give you all this, plus, we'll pair you with a trusted advisor to provide coaching, serve as a sounding board, and connect you to the right people. We're putting this content early in the program, so you can use the entire conference to deepen your understanding, grow your network, and process those "Aha!" moments among friends.

A "grab and gather" continental breakfast is included in the price.

▷ **New Leaders** (Sessions are 45 minutes in length.)

#### The First Eighteen

At least 40 percent of new leaders fail within the first 18 months on the job. One hundred-day plans are all the rage, but data tells us that successful transitions generally take much longer — particularly for external hires. An executive transition should center on taking stock and action in a handful of areas without a firm timeline. When they're complete, the transition is complete. This session will detail those key areas and what to expect so that boards and CEOs can give themselves the best chance at beating the odds.

#### Sweat the Small Staff

The board chose the new leader, so presumably, they're already bought in. But the staff? That's a different story. Three-quarters of new leaders who fizzle are unable to establish a cultural fit, while 52 percent fail to build a cohesive team. The board and CEO can develop an inspirational vision, but if key team members become frustrated and leave (or worse yet — stay), execution of the strategy will be a challenge. Let's get real about personal and team culture and how to build a solid working relationship with your ministry's most important resource.



🍽️ Food and/or beverage included    ✉️ By invitation only    💰 Extra cost involved (see registration)

### So Much at Stake

Community leaders, donors, volunteers, and partner agencies are some of the stakeholder groups the new leader will need to win over. Most want the leader to succeed, but what about the fence-sitters and antagonists? Stakeholder leadership is not just about winning them over — desirable as that may be. People often have a reasonable cause to disagree, and how a leader treats *all stakeholders* is telling about the quality of leadership. And board members — you have a vital role in all this. This session will outline a stakeholder engagement process — including the board and CEO roles — and describe the big factors leading to productive stakeholder relationships.

▶ **New Locations** (Sessions are 45 minutes in length.)

### Should We Stay or Should We Go?

Has your ministry been invited — or even pressured — to move from its current location? After you're done being offended or angry (and maybe rightly so), consider that there may be an opportunity that God is unfolding. Or maybe you've already seen the opportunity, but you aren't not sure if it's the optimal strategic move. We'll detail a systematic way of looking at the issue that also includes a discernment process so your board can make the best decision.

### We're Moving — Now What?

One important facet of changing locations is a community-needs assessment — a tactical exercise to identify service gaps in the area, as well as the resources and strengths available to meet those needs. This process will help inform location, facility design, programs, staff, and more. What are the steps to conducting an informative assessment? What stakeholders should you get input from? This session will describe a framework to provide you with the information needed to help make the transition smooth, while also inspiring you to envision all that your ministry can be. We'll feature a member ministry that took the opportunity to start fresh — new location, new partners, new programs, new staff members, etc.

### Money with a Capital 'C'

Chances are, your ministry needs additional funding to purchase, build, and possibly remodel facilities, not to mention all the other financial demands that go along with a move and launching new programs. A well-planned and well-executed capital campaign can provide all or much of what you'll need to make the move and help you better serve your community. This isn't something you'll want to launch halfheartedly. An effective campaign will be demanding but well worth the time and energy it requires. In this session, capital campaign experts will detail the process and help you understand what to look for in a consultant so you can enter the process confidently.

▶ **HHS/HUD Critical Concerns Forum and Listening Session** 🍽️ 💰

We will have with us staff from the U.S. Department of Health and Human Services (HHS) and the U.S. Department of Housing and Urban Development (HUD) for agency updates and then a focused time to ask tough questions about the direction of the U.S. government's programs and latest initiatives. This will be open to the first 50 registrants.

*A snack/beverage break is included in the price.*



[www.citygatenetwork.org/everafter](http://www.citygatenetwork.org/everafter)