

FOUNDATION



HR Alliance Summit



MAY 5-7, 2026 • SALAMANDER RESORT • MIDDLEBURG, VA



NONPROFIT CONSULTING GROUP

C3 Nonprofit Consulting Group is pleased to be hosting the Foundation HR Alliance Summit on May 5-7, 2026, at the Salamander Resort and Spa in Middleburg, VA.

What is the Foundation HR Alliance?

Created and managed by [C3 Nonprofit Consulting Group](#), a division of SullivanCotter, the Foundation HR Alliance is a forum where people leaders from foundations across the country come together to network and connect around talent and culture issues of greatest importance. The Summit is our annual event where we gather in person.

We also facilitate opportunities for members to engage throughout the year via surveys, research, thought leadership, and webinars. Our [Member Portal](#) features a popular community forum through which members connect, requesting and sharing information on a wide range of people and culture matters.

Who should attend?

Senior leaders responsible for talent and culture and other key team members. Most organizations send 1 to 3 people each year.

Questions about the Summit?

Contact us:

[Nanci Hibschan](#), President, C3 Nonprofit Consulting Group

[Amanda Wethington](#), Principal, C3 Nonprofit Consulting Group

Summit Location

Salamander Resort and Spa

500 North Pendleton Street, Middleburg, VA 20117

Phone: 540.326.4000

salamanderresort.com

Onsite Contact

Liz Jones

lizjones@sullivancotter.com



C3 Nonprofit Consulting Group, a division of SullivanCotter, is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

This program is valid for 7.25 PDCs for SHRM-CP® or SHRM-SCP® recertification.



Agenda

We are committed to walking the talk on mental and physical well-being in the workplace. Look for this icon on the agenda to explore some of the opportunities we are offering to move your body and quiet your mind.



All sessions will take place in the Middleburg Ballroom.
Locations for meals and other related events are otherwise noted.

Tuesday, May 5, 2026

5:00pm - 5:30pm

New Member and Steering Committee Meetup

Location: Library - Adjacent to Main Lobby

New this year? Come meet the Steering Committee and the C3 Team to learn more about all that this event has to offer!

5:30pm - 7:30pm

Cocktails and Welcome Dinner

Location: Culinary Garden

The Summit will commence with a networking reception. Guests can mingle, eat, and drink to kick off the event. Heavy canapés and appetizers will be served.

Wednesday, May 6, 2026

8:00am - 9:00am

Breakfast

Location: Middleburg Foyer & Salon

9:00am - 9:30am

Opening Remarks

9:30am - 10:15am

Icebreaker - Part I

10:15am - 11:45am

Charting AI Usage

Francesca Vollaro, Global Director, Total Rewards and People Operations - Ford Foundation
Christina Jordan, Head of People and Culture - Omidyar Network
Aiha Nguyen, Program Director, Labor Futures - Data & Society

This interactive session is designed to foster discussion and benchmarking about how we plan for and integrate the spectrum of Artificial Intelligence (AI) tools - from generative to agentic and beyond - into our talent management lifecycle and our organization as a whole. The overall intent is to help us focus on practical applications



and ethical considerations for the short- and long-term. Participants will be prompted to consider how they develop an understanding of the AI landscape and make decisions across recruitment, development, and performance, while navigating ethical risks, and will leave with tangible tools and frameworks to initiate conversations and pilot AI integrations within their own teams and organizations.



11:45am - 1:30pm

Lunch

Location: Middleburg Foyer & Salon

During this time, please enjoy the option to join our guided walking tour around the grounds of the resort from 12:45-1:15pm.

1:30pm - 2:15pm

Icebreaker - Part II

2:15pm - 3:45pm

2026 Outlook

Nanci Hibsichman, President - C3 Nonprofit Consulting Group
Amanda Wethington, Principal - C3 Nonprofit Consulting Group

Explore the latest trends and future outlook on people and culture topics with a focus on executive compensation and governance, pay transparency, and recognition and rewards. The session will include a presentation followed by an interactive discussion and opportunities to share insights with the broader group.

3:45pm - 4:00pm

Break

4:00pm - 5:00pm

Rethinking Performance Management: Reflection and Discussion

Maureen Rayhill, Director of Human Resources - Helmsley Charitable Trust

This interactive session explores how performance management processes can either support or undermine an organization's performance management goals and objectives. We'll share our experience utilizing different evaluation approaches and why they worked - and didn't. Participants will work in small groups to examine current practices, identify pain points, and brainstorm solutions using a structured framework.

6:00pm - 8:00pm

Cocktails, Canapes, and Dinner

Location: Equestrian Center



Thursday, May 7, 2026



7:00am - 7:45am

Mindful Movement: Finding Centeredness in the Midst of Challenge

Abby Saloma, Chief Talent Officer - Charles & Lynn Schusterman Family Philanthropies

Location: Middleburg Terrace - **This session is weather permitting*

As HR leaders, we know the mental and physical well-being of our team members can impact their effectiveness at work and their ability to find resilience in the face of complexity and challenge. In the spirit of 'putting our oxygen masks on first,' we are going to carve out time for a mindful movement practice.

This optional 45-minute session will incorporate yoga poses and breathwork to help you feel balanced and centered to start the final day of the Summit. When practiced regularly, these are connected to improved flexibility, reduced stress, increased energy, and enhanced mental clarity.

The class will be inclusive to all – from those who have never done yoga to those who practice regularly.

Please wear comfy clothes and bring a water bottle. Yoga mats will be provided.

8:00am - 9:00am

Breakfast

Location: Middleburg Foyer & Salon

9:00am - 10:15am

Beyond the Ladder: Clarity and Candor in Career Conversations

Desy Osunsade, Global Head of People and Culture - Imaginable Futures

Elaine Perez, Director of People and Operations - Overdeck Family Foundation

When traditional career ladders no longer reflect how people grow, organizations face increased disengagement, stalled development, and higher levels of regrettable attrition. This session explores how leaders can enable more honest and transparent career conversations that surface where individual aspirations and organization priorities align – and where they don't.

Topics include lessons from equipping managers to lead meaningful growth discussions, expanding talent pathways beyond linear progression, and supporting employees whose development may lead in new directions – inside or outside the organization. The session highlights how candid career conversations can strengthen trust, improve retention, and drive better long-term talent outcomes.

10:15am - 10:30am

Break



10:30am - 11:30am

The Friction Tax: Moving from Clean Up Crew to Architects of Excellence

Diane Headley, Vice President and Chief People Officer - Ford Foundation

Chris Grygo, Global Director, People and Organizational Development - Ford Foundation

In a fast-changing landscape, the gap between strategy and execution is often filled by a hidden "Internal Tax". This tax is paid in wasted time, resource guarding, and the "Unfair Ask" - which is the unproductive friction of demanding high-level performance from individuals and teams stuck in complex lagging systems they are unprepared to navigate.

This Strategy Lab is designed to move HR leaders beyond the role of a "cleanup crew" and into the role of organizational engineers. We will stress-test a working prototype currently being built at the Ford Foundation to help solve systemic friction. Together, we will explore how to bake strategic lenses like external scanning, enterprise mindset, and values like Respect, Transparency, and Continuous Learning into our institutional DNA so they become instinctive reflexes rather than elective behaviors

In this session, you will walk away with:

- **The Stall-Point Audit:** A hands-on diagnostic to identify where your organization's engine is losing power across the Individual, Interpersonal, and Institutional levels.
- **The Roadmap to Reflex:** Create a strategy to stop managing the "Unfair Ask" and start building the architecture that makes excellence the path of least resistance.

11:30am - 11:45am

Break

11:45am - 12:45pm

The Future-Ready Foundation Leader

Erica Grant, Partner - Lotis Blue, sister organization to C3 Nonprofit Consulting Group

The future of philanthropy demands a new kind of foundation leader, starting with the CEO, and a more intentional approach to developing leaders for what lies ahead. In this session, C3 Nonprofit Consulting Group and Lotis Blue, in partnership with Hogan Leadership Assessments, will debut groundbreaking research defining the competencies, behaviors, and values that distinguish future-ready foundation CEOs and predict success in an increasingly complex philanthropic landscape.

We will explore a custom, data-driven approach to measuring leadership potential and proactively developing the skills required to navigate what's next with practical implications for cultural readiness.

12:45pm

Closing Remarks

C3 Nonprofit Consulting Group would like to extend a special thank you to all of those who have partnered with us to make this year's Summit possible. This includes our esteemed Steering Committee!

2026 Foundation HR Alliance Steering Committee

**Ford
Foundation**

Diane Headley

Vice President and Chief People Officer

 **Omidyar Network**

Christina Jordan

Head of People and Culture

 **imaginable**
futures

Desy Osunsade

Global Head of People and Culture

 **Overdeck
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Foundation**

Elaine Perez

Director of People and Operations

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HELMSLEY
CHARITABLE TRUST

Maureen Rayhill

Director of Human Resources

 **CHARLES AND LYNN
Schusterman**
FAMILY PHILANTHROPIES

Abby Saloma

Chief Talent Officer

**Ford
Foundation**

Francesca Vollaro

Global Director, Total Rewards and People Operations