

Strategic Planning Cohort for Nonprofits: Leading Culture, Strategy, and Change

An immersive learning journey designed to strengthen leadership, strategy, and organizational culture.

This cohort-based program, led by [HueLife](#) facilitator [Irina Fursman](#), introduces a strategic planning framework and the leadership concepts needed to lead cultural and strategic change successfully. Participants will engage authentically, build practical skills, and gain useful tools to cultivate buy-in and solicit meaningful input from staff, boards, and community partners.

Who Should Attend

This program is designed for nonprofit leaders (senior staff and board members) who:

- Want to enhance their leadership and strategic planning skills
- Are willing and prepared to guide their organization through a strategic planning process
- Can commit time and organizational capacity to implementation

Up to **two participants per organization** may attend. Approximately **10 nonprofit organizations** will be selected for this training cohort.

Learning Objectives

Participants will learn how to:

- Develop and clearly communicate a compelling organizational vision
- Build strategic plans that align culture, values, and priorities
- Inspire teams and Boards to move from planning to meaningful action

3-Part Learning Journey

Leaders from approximately 10 organizations will engage in the following components:

- 1. In-Person Training:** A two-day immersive cohort session focused on strategic thinking, leadership, and change.
- 2. Pro Bono Strategic Planning Facilitation:** Each participating organization will receive a **two-day pro bono strategic-planning facilitation** to support the development of a meaningful, actionable strategic plan.
- 3. Follow-Up Cohort Learning Sessions:** **Follow-up learning sessions** designed to refine goals, priorities, and implementation strategies while sustaining peer learning and accountability.

Program Dates

All full-day sessions will be held from 9 am–4 pm.

February 16-17, 2027 | Introduction to Strategy Formation

Cohort convenes in person for a two-day training that provides an overview and experiential learning.

April–July 2027 | Participation in Strategy Formation

Individual participating members of the cohort are invited to receive a one-day pro bono strategic planning facilitation service.

August 10, 2027 | Leading Strategic Implementation

Cohort returns for a one-day in-person workshop designed to provide support for implementation.

November 9, 2027 | Quarterly Review & Adjustment Session

Cohort returns for a 1/2-day virtual workshop to share best practices, continue cohort support, and adjust their plans.

Location

Greater Milwaukee Foundation, 2153 N. Dr. Martin Luther King Jr. Dr., #4000, Milwaukee

Participant Commitments & Application Information

Participating organizations:

- Must have the capacity and commitment to engage in strategic planning during the cohort period.
- Will fully attend and participate in all sessions, including in-person and virtual (mandatory).
- Will execute a strategic planning process, along with a trained facilitator, within 5 months of starting the training cohort.
- Will identify up to two participants from their organization (preferably senior staff member and a board member). Participants must have decision-making authority and be directly involved in organizational planning efforts.
- Will pay a non-refundable but transferable reservation fee of \$75 per person upon acceptance into the cohort.
- Are ineligible to apply for a separate NMF strategic planning grant during the 2027–2028 funding cycles. Also, are ineligible for the 2027 Fund Development Cohort.

Application Timeline

- **Applications Open:** Week of October 26, 2026
- **Applications Close:** November 30, 2026
- **Decision Letters Sent:** December 14, 2026
- **Session 1 Begins:** February 16-17, 2027

[Apply here](#)

For questions, contact Eloiza Altoro, NMF Fund Advisor, advisor@nonprofitmanagementfund.org.
Learn more about [cohort programs on the Nonprofit Management Fund website](#).