

Chapman Foundation *for*
CARING
COMMUNITIES

AS FEATURED ON



IMPACT STORIES



IMAGINE

Imagine a world where every leader, regardless of the sector they serve in, leads with empathy, authenticity, and a genuine sense of care. A society where these qualities are not just desired but expected in our leaders. This is the vision our organization is working to bring into reality.

We believe that leadership is not about authority but service and care. We've invested thousands of hours to provide organizations like yours with transformational learning experiences designed to imbue individuals with the necessary skills to lead with care, empathy, and authenticity.



“The old saying “With one mouth and two ears, you should talk half as much as you listen.” is excellent advice, but it isn’t entirely adequate today. Our Community Listens takes the art of empathetic listening to an altogether different level. I think of it as listening with one’s ears and responding with one’s heart.

I’ve been to countless corporate sessions on teamwork and communication over 40 years, and none were as practicable nor as genuine as this. The Chapman Foundation for Caring Communities is to be commended for developing this curriculum. Every organization can benefit from adopting the Feeling, Behavior, and Impact structure, and its members will benefit from learning how to master it.”

- Course Participant



“The North Charleston Fire Department has 285 people. They work at 12 different stations on different shifts. Firefighters work together in small groups. They're stationed together typically for 24-hour shifts, and then they go out on emergency calls, which can be very intense, so they bond very tightly together. However, the supervisors of these crews need to do all the same things that regular supervisors do, and that includes confronting performance issues. So we've got to provide them with a way to confront performance issues in ways that preserve the relationship. These foundational courses teach them this skill.”

“People are rethinking their relationship to work in a lot of, I think, very healthy ways. And we, as leaders, need to be thinking about that too and making sure that our people have the opportunity to be part of an organization where they feel like they're cared for and that they're valued.”

GREGORY BULANOW

Fire Chief, North Charleston, SC



“The Our Community Listens course has made a difference for Habitat for Humanity of Kent County by positioning folks to understand better how to communicate, how to listen, to be empathetic, and to build a caring community.”

BEV THEIL

Executive Director, Kent County Habitat for Humanity
Grand Rapids, MI





“If you think about conflicts that people have, most of those conflicts happen because of poor communication. So if you can understand your own style (of communication), be a better listener, and have skills to work through conflict; who wouldn't want to take that class?”

MAUREEN DONKER

Mayor of Midland, MI

“Our Community Serves was an excellent experience that I would recommend for any work group. I am grateful for the opportunity to share two days with my friends and colleagues, learning how to serve ourselves better, our team, and our community.”

GREG LEBLANC

Assistant Town Manager
Town of Snowmass Village, CO





“I have formal training as an RN. I have extensive training in communication and motivational interviewing. Academic and lived experience. This course has benefited me greatly in an easy-to-understand yet comprehensive manner that I can practice and refer back to lessons learned. I wish this was taught in primary schooling and offered as a requirement for general education purposes. I understand myself and others better. I am less likely to respond negatively or reactively. I am very excited to continue this training as often as needed. I will continue to refresh my skills and the tools taught.”

GREG WOLF

Mental Health Programs Administrator, Pitkin County
Glenwood Springs, CO

“My key takeaway from (Our Community Listens) would have to be reflective listening and understanding the value of listening more and speaking less. It allows (the other person) to feel like a human being, to be heard, and isn't that what we all want? What I really hope is to see an army of people who can communicate better and spread the word across the community. I love every interaction I've ever had with the Chapman Foundation.”

ERIN WOJKIEWICZ

Assistant Vice President in Learning & Development
Capital Credit Union
Green Bay, WI





“I would tell any leader of any organization that's working to benefit their community, nonprofits or otherwise, that oftentimes, we get so focused on working out in the community that we forget to pay attention to the essentials of building a culture that is self-sustaining, that is nurturing of people's gifts, skills and abilities. Sometimes, we're so busy working outside the organization that we fail to listen to one another, build the skill sets to have effective communication with one another, to share with one another clearly. We have found the Chapman Foundation courses to be really essential in building that kind of culture among our team, which makes us that much more effective in the work that we do out in the community as well. And so it builds skill sets within our team that we can share and use together as we build our own sense of teamwork.”

BILL STANFIELD

CEO of Metanoia

Charleston, SC



“If you care about those in your span of care, this course will allow you to do things that you may think you’re really good at already; it’ll make you do them better. The things that you may not be good at, they’re going to show you ways to make small steps toward a new comfort zone.”

RYAN POMERVILLE, MSGT

Military Member



“These courses provide opportunities for self-reflection, personal practice, and tangible takeaways to bring back to your organization to encourage a service and accountability mindset.”

MICHELLE MCMEEKIN

Violence/Suicide Prevention Manager, Master Resiliency Instructor
Joint Base Charleston



“As a military member, the Chapman Foundation’s courses, throughout the entire gamut, have helped me be a better listener and leader; when people feel they’re truly heard, you can get to the root cause. When we look at the retention of our troops and when they feel truly listened to and like they’re part of our family, it makes them want to stay with us and within our ranks.”

JODY NITZ

Chief Master Sergeant, National Guard



“After 20 years in the military, it was my first opportunity to get practical leadership skills. We covered caring about people and emotions. If I had to sum up what Our Community Listens did for me and the military, it was giving that practical application of care. It has changed my ability to understand what I’m doing and when I’m doing it wrong, and then reflect on what I did wrong and do it better next time.”

MATTHEW ROBBINS

Colonel, National Guard



“The values and vision of the Chapman Foundation for Caring Communities directly align with what drives healthcare organizations across this country. The idea of compassionately caring for each other and putting each other first is a needed reminder for healthcare organizations to get back to the root of who they are – a people-centric industry.”

DAVID HOWELL

Leadership Excellence Manager, Human Resources at the Medical University of South Carolina





“In today's modern police agency, particularly with our younger generations, they have a very high level of interest in understanding this. And so when we offer opportunities like (communication training), they are very anxious to take advantage of it.

I would recommend this training to any CEO of a police agency or a public safety agency. That journey of communication is imperative for all of us to concentrate on. There are so many different aspects of communication that Our Community Listens concentrates on that you can pick up a litany of new tactics that you can work on both professionally and personally.”

JOE GASPER

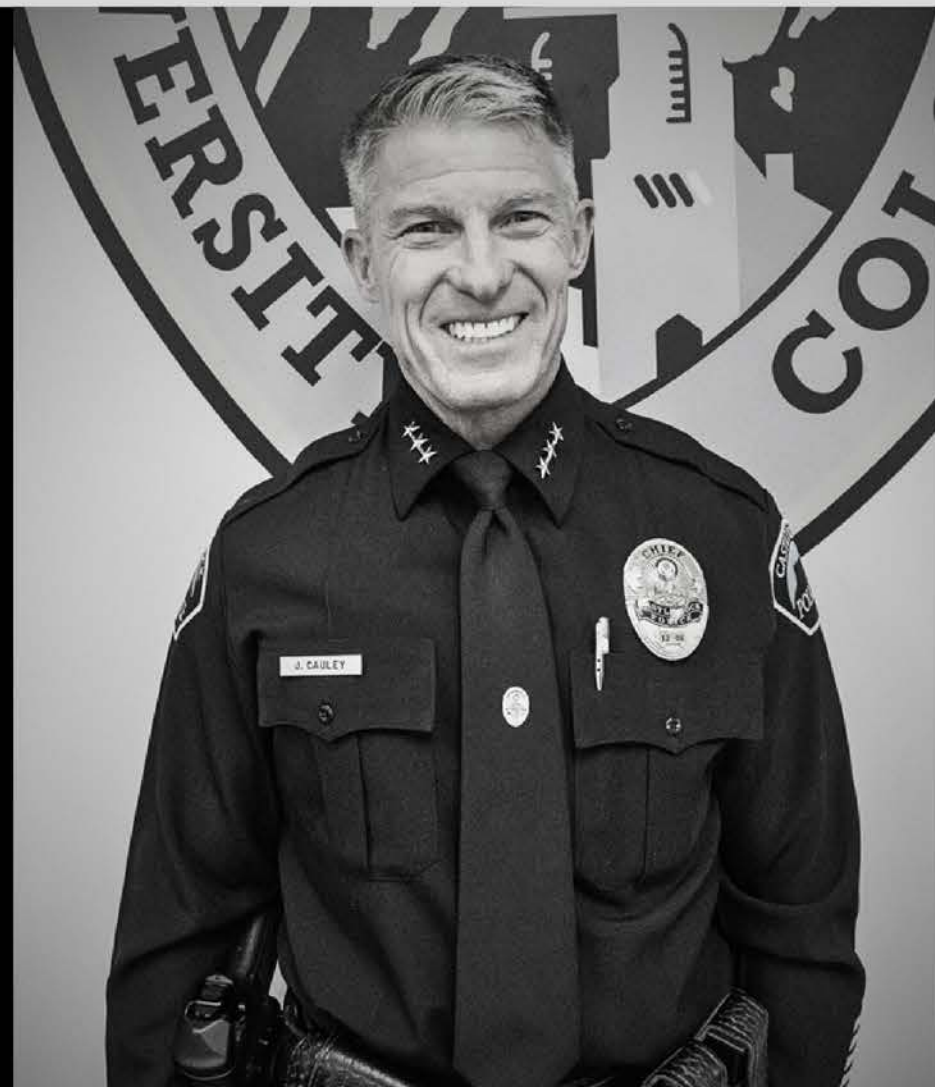
Director, Michigan State Police
Lansing, MI



“For me, it has helped me be a more effective listener and communicator at home. After attending this class, I can be a true force for good because it hones in that communication starts with listening. In such a polarized society, I believe that by using these skills, I can be a much better person when conversing with the communities I serve.”

DOREEN JOKERST

Chief of Police, University of Colorado Boulder



“As police leaders, it is incumbent upon us to earn the trust of our employees first so that they are best capable of earning the trust of our communities. So in (Our Community Listens) the skills that I'm learning are going to help me earn the trust of the team members of the Castle Rock Police Department and in turn, empower our employees to do the same in our communities. So it's a win-win situation.”

JACK CAULEY

Chief of Police, Castle Rock, CO





“If I hadn't attended the Chapman Foundation for Caring Community classes, I would have missed out on these vital skills that have helped me be a better leader at home and at work. It is tragic to think about how much I would have missed out on if I had not taken these courses. It's a must-attend for anyone looking to develop their professional skills and build better relationships.”

JOSHUA GALE

CFCC Sr. Director of Communication
Charleston, SC

“I've fully committed to the concepts taught in Listens. I've become more confident in advocating for my own needs, am willing to engage in productive conversation through effective confrontation, and have truly internalized the thought that listening is the most helpful thing we can do.”

KAT EDMONDSON

Content Leader, Chapman Foundation for Caring Communities



“I am proud to work for such a people-centric organization. I continue to use these skills in my marriage, with my children, friends, and co-workers. These skills have helped my wife and I maintain a healthy, positive relationship for years!”

ADAM J. SALGAT

Strategic Communications & Storytelling Leader,
Chapman Foundation for Caring Communities



“I've used this Chapman Foundation work, and I know the impact that this work has on schools and the educational world. My experiences have been transformational for the teams that I've been a part of. The idea of that broader understanding of themselves, which changes the way they interact, being more sensitive to the people around them, but also the understanding of those they work with and how do we navigate things together and work more cohesively as a team.”

JAMIE BANDSTRA

Principal/Director, West Shore ESD
Ludington, MI

“An element I appreciated with this training was the role-playing where we could live in different perspectives because I never know what's walking into my office. I've learned I can pause with confidence now instead of feeling like I'm rushed and we're running out of time. That feels more relaxed for me and for them, rather than just getting fire-hosed with questions.”

JOCELYN TESKE

Counselor, West Shore ESD
Ludington, MI





“What I saw immediately about this program was how it could help me continue to impact the community in a greater way. I immediately saw it as a possible partnership where we could have the Chapman Foundation come in and help us train other leaders in the community, helping to have a greater impact across our community. It’s a win-win for everyone: my organization would win, the Chapman Foundation would win by spreading the vision of the organization, and our community would win. I couldn’t resist that and had many conversations about a future together. We look forward to partnering with the Chapman Foundation for Caring Communities in that way.”

DORTHEA BERNIQUE, AFC

Executive Director of Increasing H.O.P.E.
Charleston, SC



“If each individual would have access to this type of training, things would be much better on this planet, to be honest.”

PAULO SAIANI

Team Leader, Dow Chemical Company
Midland, MI





“These courses provide opportunities for self-reflection, personal practice, and tangible takeaways to bring back to your organization to encourage a service and accountability mindset. At work and at home, these courses helped bring us closer together because the skills we learned gave us a better understanding of each other. Learning people's behavioral tendencies is tricky, and being able to flex your responses was a big thing that I took away. I had to adjust myself to be able to hear them, listen to them, and help them with whatever situation arose.”

SCOTT BALDWIN

General Manager, Kent County Habitat for Humanity
Grand Rapids, MI

“Literally, the first day, my mind was completely turned around about what I expected from the course. It was absolutely life-changing in the way that it helped me to understand myself and my relationships with other people. The course made me understand that I am valued as a team member, not only at Metanoia but in the world. My specific behavioral tendencies and talents are assets to whatever the goal is, and all people are needed to accomplish a goal. One thing I really took away was that there's so much value in each individual and what they bring to the table.”

ALEXANDRIA SEARLES

Marketing Specialist, Metanoia
Charleston, SC



“I always talk about how we row in the same boat, whether that's my partners at work or the kids in my class; we have to row in the same boat. Well, not everybody uses the same type of paddle. These skills are essential for everyone, educators, especially because with all the different types of learners and personalities that we have in our classrooms or even with our co-workers, you have to understand to understand where people are coming from.”

MELISSA FUEHRING

Health Instructor, West Shore ESD
Ludington, MI



“It's really cool to be able to sit down and have a conversation with a co-worker now because that conversation now looks different. It's nice to be able to communicate intrinsically. We all care about each other, and we knew that we all cared before, but the feeling is a lot different now. We definitely feel the connection a little bit more, and that's really special.”

STEVE BIENIEK

Design Fabrication & Welding Instructor, West Shore ESD
Ludington, MI

“My husband is the type of person that likes to talk as soon as I turn the music on the radio. Before taking the (Listens) class, I’d get super frustrated. I’m like, either we’re listening to music or you’re going to talk. I didn’t realize it was completely shutting my husband down from sharing any insight that he had at the time.

I turned the music off and I listened to him. He was just sharing so many things about what he was going through and I realized that if I had stayed in my ways and not considered how he is as a person, I would have missed out on that very sweet moment of him sharing. It was a small change in my habits that produced so much fruit.”

ASHLEY KEIMACH

Regional Director, Mackinac Center
for Public Policy (2018)
Midland, MI



“I see us being more effective in our work instead of, for lack of a better term, dancing around an issue. We can dive in and tackle the issue right away, instead of well, maybe we should do this, maybe we should do that type of attitude. We're more direct and effective that way.”

TOM POLL

Warehouse Manager

Habitat for Humanity for Kent County, MI



wildfire
credit union



“I really want to encourage others to take this course. You may feel it's just another session about personality types, how to lead, and what changes I can make. But it digs so much deeper than that. It is more personal, and it gives you those tools to be more self-aware and be there for others whether you are at home or work.”

STACEY BOTHE

Wildfire Credit Union, Saginaw, MI



“Our workplace is special. We feel it when we come to work every day, and others feel it when they interact with us. That feeling is a combination of our highly engaged people, our culture, the work we do for our participants and communities, and our focus on growth.

Each of us has a story that connects us to CFCC, and one commonality is our deep understanding of the important role we play in helping people improve relationships. We work together to help build leaders that transform their families, workplaces, and communities.”

MISTY JANKS

CEO, CHAPMAN FOUNDATION FOR
CARING COMMUNITIES

What a great learning opportunity and additional tool to help you get through all aspects of life! I took this class with the hope and intention of helping me with my relationship and with my children. And it has! Unexpectedly, it has helped me in my career. I'm an international airline pilot and just finished a trip to London. I have applied this new knowledge and tools so many times in the last three days! I'm no longer labeling people into certain communication categories but modifying my leadership and communication style to connect with different types of fellow flight crew members and their behavioral tendencies. It was much more effective than my old method of one-size-fits-all, no matter what team member I was dealing with!

- Course Participant





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**NATIONAL
COMMUNITY
IMPACT**





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A partnership with the Chapman Foundation for Caring Communities ushers organizations into a new era of leadership defined by care, empathy, and authenticity. We partner with organizations that are dedicated to enhancing their work environment and setting a powerful example for others in their community to follow. This collaboration presents a unique opportunity for both personal and professional growth while positively impacting the community. The long-term nature of our partnerships guarantees sustained growth and development, enriching the capabilities of each organization.

Interested in partnering with the Chapman Foundation for Caring Communities? Reach out to one of our Caring Workplace Experts.

LEARNING@CHAPMANCOMMUNITIES.ORG

WWW.CHAPMANCOMMUNITIES.ORG