



## THE VANNO VOICE

November 2006

**Dear Member,**

We are pleased to bring you the November edition of the VANNO Voice, your link to news and resources for Virginia's nonprofit sector! We encourage you to forward this valuable information to your colleagues both inside your organization and throughout your community. You can read past issues on the VANNO website at [www.vanno.org](http://www.vanno.org)

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## Virginians Help Identify Top Priorities for the Nonprofit Sector

Nearly 400 delegates to the Nonprofit Congress National Meeting gathered in Washington on October 17-18. Virginia was well represented by 19 individuals from throughout the state who brought their time, minds, energy and passion to this historic event.

Programming at the National Meeting included a series of educational sessions focusing on advocacy, technology, leadership, and other key areas. Delegates spent most of their time in working sessions, deliberating on the priorities, and creating action plans for the sector.

Delegates first voted on the three Top Priorities of the nonprofit sector: Nonprofit Organizational Effectiveness (focusing on Accountability and Leadership); Advocacy and Grassroots Community Activities; and Public Awareness and Support of the Nonprofit Sector.

These were selected from 7 priority themes that emerged from the Town Hall Meetings convened throughout the nation. The remainder of the Congress was spent on identifying tactics to address these priorities at both the national and state level. Ideas which surfaced included:

- A strong state association in EVERY state
- Every state association speaking FOR the sector....and who push for real dialog at budget priorities, our role in the process and, at the forefront, a plan to address the bigger issues that many of us can only treat, not end.
- Creating statewide standards of accountability
- Evaluating the economic impact of the sector and then presenting it to members of state legislation and the media
- Getting a regular section in EVERY newspaper, dedicated to in depth analysis of our work
- Forwarding the FACTS (internally, and also to our CPA and legal colleagues) about what a nonprofit can and cannot do around politics...so that we blow out all the smoke and mirrors.
- THE FIRST-EVER NONPROFIT CANDIDATES FORUM, IN NEW HAMPSHIRE, FOR THE 2008 PRESIDENTIAL ELECTION
- A Social Sector "My Page" so that we have a full tilt web portal for the sector to communicate with each other and attract new members/volunteers/partners
- And, of course....a new series of town hall meetings to report back in each state, that we share the vision and expand the circle of those who want to help forward goals voted on at the Congress.

"The first Nonprofit Congress was educational and inspirational," states VANNO Chair Peter Thompson from Charlottesville. "I was reminded that some of the greatest leaders in our country are at the helm of our nonprofit organizations. If everyone touched by nonprofits--that is every American--is attentive to the action plan resulting from the Nonprofit Congress, this will be the turning point in helping America realize that nonprofits have a distinct and vital value to a healthy society."

VANNO will provide leadership in the development and implementation of Virginia's action plan, along with the team of delegates and continued dialogue with nonprofit organizations across the Commonwealth. In the meantime, visit [www.nonprofitcongress.org](http://www.nonprofitcongress.org) to read our comments about what occurred in Washington, contribute your ideas to the blog, and get involved in this exciting movement.

## November 10: Children with Disabilities Workshop

The Partnership for People with Disabilities, Virginia Commonwealth University is offering one-day Interdisciplinary Training for parent advocates and professionals serving children with disabilities. The training is being hosted by The James House and Hopewell Domestic Violence Task Force on November 10, 2006. The time is 9:00am to 4:00pm. The location is the John Randolph Foundation, 106 North Main Street, Hopewell, Virginia. For additional information, please contact Carolyn Croxton at (804) 458-2704 or [Carolyn@thejameshouse.org](mailto:Carolyn@thejameshouse.org)

## Nov. 15: Deadline for Nonprofit Health Insurance Survey

The deadline for VANNO's survey on health insurance has been extended to November 15, 2006. If you haven't responded yet, please do so NOW!

Follow this link to the survey on line at  
<http://www.surveymonkey.com/s.asp?u=73162542312>

The more data we are able to collect, the better we will be able to advocate on your behalf for a group plan that will benefit nonprofits of all sizes and types. A big thank you to the organizations who have responded to date.

## The Recycled Computer Initiative (RCI) Program

If your nonprofit organization needs more computers but your budget is tight -- TechSoup Stock has a solution. Our pioneering Recycled Computer Initiative gives nonprofits nationwide a chance to get high-quality refurbished computer systems at a discount. The first nationwide refurbishing program geared strictly to nonprofits, RCI also provides an environmentally friendly alternative to used equipment disposal.

TechSoup Stock offers only high-quality computers formerly used by large corporations. These are machines that are typically phased out after two to three years of use and are in very good condition. Each one is loaded with a new operating

How does RCI work? Our donor partners donate their used computers, which are then refurbished by our refurbisher partners. The refurbisher partners also acquire computers from their own sources. TechSoup Stock distributes all of these refurbished computers to qualified nonprofits for a low administrative fee.

To qualify for the RCI program, an organization must be a 501(c)(3) U.S. nonprofit with an annual budget of less than \$20 million. For details, visit [www.techsoup.org/stock/default](http://www.techsoup.org/stock/default)

## Nonprofit Provisions Signed Into Law

Pension Protection Act of 2006 (H.R.4) includes several nonprofit incentives and reforms including an IRA rollover, tax deductions for food inventory contributions, doubling of penalties for rules violations, and new annual reporting requirements for small charities. For a good summary of this Act and what it may mean for your organization, visit [www.independentsector.org](http://www.independentsector.org).

## Other Federal Policy Updates

### **Federal Grants and Contracts Database Approved**

The House and Senate agreed on legislation (S.2590) that will create a publicly searchable database of federal grants and contracts. The launch is expected by January 1, 2008.

### **Charitable Incentive Proposed**

Senator Johnny Isakson (R-GA) introduced the Personal Philanthropy Account Act of 2008 (S.3881), which would allow taxpayers to contribute pre-tax dollars to a "personal philanthropy account."

Links to more details about these proposals are available on the VANNO website in the Advocacy section, [www.vanno.org](http://www.vanno.org)

## Free Communication Advice and Resources

Free-Range Thinking is a monthly journal of communications best practices and resource public interest groups, foundations, and progressive businesses that want to reach more people more effectively. Complimentary printed copies are available via U.S. mail only employees of nonprofits and foundations in the United States and Canada. To sign up for your free subscription, go to [www.agoodmanonline.com/newsletter/index.html](http://www.agoodmanonline.com/newsletter/index.html)

## Conflict of Interest Policy: Yes or No?

The IRS recently released a new Form 990, which now includes the question, "Do you have a conflict of interest policy?" Since every nonprofit must check "yes" or "no," does this create a de facto need for such a policy? Probably so, unless you're comfortable with checking "no" on a public document.

There are three essential elements of an effective conflict of interest policy:

1. **Full disclosure.** Board members and staff members in decision-making roles should make known their connections with groups doing business with the organization. This information should be provided annually.
2. **Board member abstention from discussion and voting.** Board members who have an actual or potential conflict of interest should not participate in discussions or vote on matters affecting transactions between the organization and the other group.
3. **Staff member abstention from decision-making.** Staff members who have an actual or potential conflict should not be substantively involved in decision-making affecting such transactions.

A basic sample is available in the HOW TO section of VANNO's website at [www.vanno.org](http://www.vanno.org). Additional help with developing a conflict of interest policy is available on the IRS website as part of the instructions for completing Form 1023 (the Application for Exemption under Section 501(c)(3)). A suggested conflict of interest policy starts on page 25 of the downloadable document.

Source: "Nonprofit Insight", October 24, 2006, Clifton Gunderson LLP, Timonium, MD 453 0900

## Executive Director Turnover

Relentless fundraising pressure, weak boards of directors, low salaries, and lack of management support are causing many executive directors of small to mid-sized nonprofit organizations to leave their jobs. "Daring to Lead 2006," a new study based on a survey of nearly 2,000 executive directors in eight metropolitan areas throughout the U.S., reports that three out of four nonprofit executive directors are likely to leave their jobs within the next five years. The report also suggests that boards of directors, foundations, and other grant makers can play important roles in reducing burnout and turnover among executive directors.

How Chief Executives Feel About Their Duties	Like	Dislike
Program design & development	64%	7%
External relations & networking	57%	10%
Managing staff members	24%	33%

Advocacy	20%	19%
Board work	14%	29%
Fundraising	14%	47%
Finance	8%	47%

In addition to revealing executives' deep anxiety about fundraising and the financial sustainability of their organizations, the survey responses highlighted several other challenges that may affect the ability of nonprofit organizations to recruit new leaders to replace those who are leaving:

- Most executives believe they have made a significant financial sacrifice to work in the nonprofit sector and believe their successors will need to be paid substantially higher salaries. Executive directors who were very dissatisfied with their compensation were twice as likely as other respondents to be leaving within a year.
- Although they outnumber male executives by a 2:1 margin, women are less likely than men to lead organizations with annual budgets of \$10 million or more. In every budget category, the mean salary of women was lower than that of men.
- Despite increased emphasis on racial and ethnic diversity in recent years, executive directors remain overwhelmingly (82 percent) white. Recently hired executives were just as likely to be white as their longer serving colleagues, and executive directors under 40 were only slightly less likely to be white.

The survey was conducted by CompassPoint Nonprofit Services, and the Eugene and Ag Meyer Foundation. It focused on community-based, locally focused nonprofit organizations in Boston, Chicago, Dallas, Los Angeles, Minneapolis/St. Paul, Sacramento, San Francisco and Washington, DC. Hospitals, universities, and national organizations were not represented in the sample. The complete report can be obtained at [www.meyerfdn.org](http://www.meyerfdn.org) or [www.compasspoint.org/daringtolead2006](http://www.compasspoint.org/daringtolead2006).

## Support from the Top for Volunteers

Laying a good foundation for a successful volunteer program begins with the top decision-makers of an organization. It requires significant management team support to integrate volunteer engagement with financial development, public relations, program development and all other key aspects of the organization, all requiring coordination at the highest levels. It is also vital that top leadership express their vision of the potential power of volunteerism, and then take action to assure that the vision can be realized. Here are a few books which can be used to educate decision-makers as well as frontline volunteer program managers.

*12 Key Actions of Volunteer Program Champions*

<http://www.energizeinc.com/store/5-219-E-1>

Free report - What real-life "Volunteer Program Champion" CEOs think, feel, and do to support volunteer involvement in their organizations.

*The Board's Role in Supporting Volunteer Programs: 55 Min. Training Module 10*

<http://www.energizeinc.com/store/4-210-E-1>

A training module to set the stage for board members to become active in initiating and/or supporting effective volunteer programs

*Build a Better Board in 30 Days*

<http://www.energizeinc.com/store/5-212-E-1>

Great reminders for experienced board members and an easy orientation for new board members

members.

*Building Staff/Volunteer Relations*

<http://www.energizeinc.com/store/1-104-E-1>

Insight into (and humor about) the reasons for tension between employees and volunteers and practical strategies for designing satisfying work for both groups.

Source: Energize Book Buzz , October 19, 2006 , <http://www.energizeinc.com>

## E-Policy Samplers

Nonprofit policies help board and staff leaders advance their organizations, make better collective decisions, and guide individual actions and behaviors. BoardSource offers downloadable E-Policy Samplers in a wide range of topic areas to help you create specific policies for your organization. Each E-Policy Sampler includes an introduction to the topic area, key elements, practical tips, suggested resources, sample policies, job description, committee charters, codes of ethics, board member agreements, mission and vision statements, and more. All samples were professionally and legally reviewed.

For as little as \$8.00 you can access a specific E-Policy Sampler immediately for a period of 30 days. Or you may purchase the entire print version, [The Nonprofit Policy Sampler, 5<sup>th</sup> Edition](#), which includes a CD-ROM with more than 241 sample policies in all 48 topic areas.

For more details and a list of all available policies, visit [www.boardsource.org](http://www.boardsource.org)

## Conference on Measuring & Reporting Nonprofit Results

**When:** December 7-8, 2006

**Where:** Council for Nonprofit Innovation, Arlington, VA

**Why:** Gain the ability to craft a performance measurement and management system that links directly to your strategic goals and mission. Utilize the measure you create to drive organization's performance. Learn how to effectively utilize the information you harness to communicate with donors and other stakeholders.

**Fee: \$795 Special rate for VANNO members= \$645**  
**To receive this discount, contact Brian Dutton, 703-894-0495 or**  
**Dutton@CNIweb.org**

Complete details: [www.CNIweb.org](http://www.CNIweb.org)

## Job Opportunity: Statewide Association Seeks New Director

VAFC Board of Directors Executive Transition Committee is pleased to present information about the search for the permanent Virginia Association of Free Clinics Executive Director. The attached ad gives basic information and posted on the VAFC website is a copy of the Executive Director Position Profile is posted on the VAFC website, providing more specific details on the position, the selection process, and how to apply. Feel free to review this profile at [www.vafreeclinics.org](http://www.vafreeclinics.org).

Please note the special email address (vafcsearch@yahoo.com) created by the committee.

answer questions and receive the letters of interest from applicants. Please share this information with people who you feel would be interested in learning about this position.

## Hampton Roads Nonprofit Leadership Classes

VOLUNTEER Hampton Roads in Norfolk, Virginia is now offering several training sessions through their Nonprofit Leadership Development Program.

Team WOW: The Five Common Pitfalls of Teams  
Date: Tuesday, November 7 Time: 9:00 a.m. to 12:00 p.m.

Board Builders  
Date: Thursday, November 9 Time: 6:00 p.m. to 9:00 p.m.

Team WOW: Leading Successful Teams  
Date: Tuesday, November 14 Time: 9:00 a.m. to 12:00 p.m.

Microsoft PowerPoint Lab  
Date: Tuesday, November 28 Time: 9:00 a.m. to 12:00 p.m.

Special events  
Date: Tuesday, December 5 Time: 9:00 a.m. to 12:00 p.m.

For more information, contact Kristen Nelson, Training Manager VOLUNTEER Hampton Roads (757) 624-2400 or [knelson@volunteerhr.org](mailto:knelson@volunteerhr.org) Web: [www.volunteerhr.org](http://www.volunteerhr.org)

## "Don't Almost Give" Campaign

Almost giving happens when good thoughts and intentions don't turn into actions.

Sponsored by the Ad Council, the Generous Nation campaign PSAs demonstrate what happens when people almost give, with the hope to inspire more giving of both time and money.

There are 10 different messages, each focusing on a specific issue such as education, health, environment and hunger/homelessness. The website also provides tips for giving and volunteering wisely. To view the PSAs, visit [http://www.dontalmostgive.org/index.php?option=com\\_content&task=view&id=12&Itemid=1](http://www.dontalmostgive.org/index.php?option=com_content&task=view&id=12&Itemid=1)

Then consider forwarding the link to your local TV station to encourage them to get involved in the campaign. This is a good opportunity to promote your organization's mission as well as the breadth and value of the nonprofit sector.

## TechoBuzz Newsletter: Corrected Link

Those who tried to locate this new resource from the October VANNO Voice had difficulty due to an error in the URL information provided. The correct link is: <http://ga0.org/nptimes/home.html> This is a new free publication for anyone looking to advance their knowledge of nonprofit technology.

## Publicize Your Training Events Here

Remember to use VANNO's website calendar and monthly newsletter as a way to public training events you are offering. Many nonprofit staff and volunteers are willing to travel hours in search of high quality professional development, so you may very well attract attendees from beyond your local community. Send your announcements to [info@vanno.org](mailto:info@vanno.org) or call 804-794-8689.

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[www.VANNO.org](http://www.VANNO.org)