



**FLATHEAD**  
nonprofit  
development  
partnership

***Nonprofit Development Partnership – Serving Flathead Valley and the Region***

**E-Newsletter - February 2009**

**Food for Thought:**

Everybody can be great because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve. You only need a heart full of grace, a soul generated by love.

Martin Luther King Jr.

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As always, NpDP is grateful to The Sustainability Fund for making our work possible.

A "printer-friendly" PDF version of this e-newsletter is available at our website, [www.npdp.org](http://www.npdp.org) in the "Document Library" on the left side of the page.

NOTE: Please add [admin@npdp.org](mailto:admin@npdp.org) to your "safe senders list" in your email spam and junk mail filters. That way, when we send you messages through our new email network, you'll continue to receive our e-newsletters, workshop announcements, and other items of interest.

Disclaimer: The views expressed in the articles and internet links contained in this E-newsletter are those of the content providers, and do not necessarily reflect the views of the Nonprofit Development Partnership.

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**February Brown Bag**

February 12, 2009 11:30 am - 1:00 pm  
The Museum at Central School  
124 Second Avenue East, Kalispell  
Free

**Attracting Volunteers Across the Generations**

presented by Kari Gabriel, APR, M.Ed.  
hosted by NpDP

More and more there is less and less harmony inside our organizations. One of the key factors is the disconnect between Traditional (over age 60) and Boomer (age 43 to 60) **leaders and volunteers**, Gen X'er (age 29 to 42) **management**, and Gen Y (under age 30) **new employees**.

This session will explore why and how we should recruit differently to each generation, in a lively and entertaining interactive presentation.

Please RSVP to [rsvp@npdp.org](mailto:rsvp@npdp.org) or 406/755-1135.

For information, contact:  
email: [admin@npdp.org](mailto:admin@npdp.org)  
Phone #: 406/755-1135

Biography:

Kari Gabriel became the Executive Director of Flathead CARE in April 2008. CARE, which stands for Community Awareness Responsive Education, is a non-profit organization that works with the school system, law enforcement and the community of Flathead County, to do drug, alcohol and tobacco prevention/awareness with local youth and parents.

Prior to her time at CARE, she worked as a consultant for a marketing communications company specializing in generational marketing and higher education, providing public relations, government relations, and marketing expertise. She began her career 25 years ago in South Dakota, and has continued in Alaska and Montana, as a marketing and public relations practitioner, in higher education administration, non-profits, and private industry.

Kari is accredited in public relations, and holds an M.Ed. in Technology in Education from Lesley University, and a B.S. in Political Science from Northern State University.

Kari lives in Kalispell with her husband, daughter, 2 dogs, 2 cats, 2 horses and 1 falcon. She serves as a Kalispell city council member, as a board member for the Center for Restorative Youth Justice, and as a member of the Glacier High School parent council. She also volunteers as a wildlife rehabilitator and educator.

Kari is also a member of the Public Relations Society of America (PRSA), serving as the Montana Chapter president, the Montana national assembly delegate, and on the Accreditation Marketing Committee.

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**NpDP Poll: Employment Exploration Expo**

For their annual job fair event, known this year as the Employment Exploration Expo, the Flathead Job Service and partners are interested in involving area nonprofits. Nonprofits can offer job-seekers and laid-off workers an opportunity to explore a career in the nonprofit world through employment and volunteering. Nonprofits can benefit by having new volunteers with different skill sets.

Tell us. Would you be interested in finding out more about the Employment Exploration Expo and a possible involvement?

E-mail: [admin@npdp.org](mailto:admin@npdp.org)

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**Upcoming: March Brown Bag**

March 12, 2009 11:30 am - 1:00 pm  
The Museum at Central School  
124 Second Avenue East, Kalispell  
Free

**Working with Difference**

presented by Kelly Harris of Special Olympics Montana  
hosted by NpDP

Diversity is a core success factor for Flathead Valley non-profit organizations. We have a diverse service offering, widely growing communities and a broad range of skills, abilities and knowledge among our talented constituents and volunteers. As our markets continue to evolve and service offerings expand, we as leaders need to enhance our understanding and

appreciation for the brilliance that is created by diversity in our organizations and in our clients. This workshop will look at a frame work for moving from an "equal opportunity employment" approach to diversity to a more inclusive approach that considers the value added of that diversity to organizational effectiveness. We will identify some potential issues organizations face when attracting and retaining members from diverse populations.

Key topics Covered:

- \* Inclusion vs. Exclusion
- \* Diversity...it's more than ethnicity!
- \* Learning to change focus
- \* Characteristic or Stereotype?
- \* Making Difference work in the community

Biography:

Kelly Harris, Outreach Director, Special Olympics Montana. Kelly received her BSBA in Marketing and Management Information Systems from the University of Nevada, Las Vegas. She has extensive experience in organizational development and training, specializing in helping businesses understand the benefits of diversity and develop positive cultures. She is a certified instructor for Achieve Global (Zenger Miller) and Development Dimensions International, Inc (DDI).

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**Save the Date: Foundation Center Grant Training**

Thursday, March 26  
8:30 am to 10 am  
Kalispell Branch of the Flathead County Library System

Explore the Cooperating Collection of the Foundation Center at the Kalispell branch of the Flathead County Library System, and learn about the newest resource in the Flathead Valley for finding grants for individuals and nonprofit organizations.

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**Montana Community Foundation Grant Opportunity: Building Rural Communities Program**

In partnership with the Steele-Reese Foundation, the Montana Community Foundation is providing grants to assist rural communities in Montana. According to their website, this grant program benefits residents of rural towns with a population under 5,000. The deadline is Friday, February 13, 2009.

For the grant guidelines and more information:

<http://mtcf.org/rural.html>

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**E2 2009: Technology to Grow Your Business Series**

hosted by Montana West Economic Development

Each seminar can be attended individually, but the monthly topics are arranged to build on one another.

Recordings of each session, and materials and resources will be posted on-line. A blog spot for participants and the community to share questions & ideas will also be created.

The balance of the 2009 Line-Up is:

Feb. 24 Website Marketing 101: What problem are you trying to solve?  
John Bilderback and Jason Meuter, SnowDog Web Development

Mar. 24 The Art of Website Design: Content, Navigation and Tools  
Dani Taylor and Mike Callaghan, BigforkWEB Development

April 28 Driving Traffic to Your Website Part I: Search Engine Optimization (SEO)  
Panel Discussion: Arnold Bjork, CrestonTech; Mark Riffey, Rescue Marketing; Jason Meuter, SnowDog Web Development; Mike Callaghan, BigforkWEB Development

May 26 Driving Traffic to Your Website Part II: How to Get the Word Out  
Dani Taylor and Mike Callaghan, BigforkWEB Development

June 23 E-News & E-Blasts: What's the Difference & What Can They Do For You?  
John Bilderback and Jason Meuter, SnowDog Web Development

July 28 Social Networking on the Net: Why and How?  
Mark Riffey, Rescue Marketing

Aug. 25 Measuring Success: Is it working?  
Panel Discussion: Arnold Bjork, CrestonTech; Mark Riffey, Rescue Marketing; Jason Meuter, SnowDog Web Development; Mike Callaghan, BigforkWEB Development

Sept. 22 Software & Gadgets for a More Efficient Office: Where do you find them?  
Mark Riffey, Rescue Marketing

Oct. 27 What is the Future of the Web?  
Panel Discussion: Arnold Bjork, CrestonTech; Mark Riffey, Rescue Marketing; Jason Meuter, SnowDog Web Development; Mike Callaghan, BigforkWEB Development

The seminars take place in the new Arts and Technology Building, Room 144, 12:00-1:00 on the fourth Tuesday of each month.

Notice: MWED is unable to provide pizza for E2 this year. Attendees are welcome to bring their lunch and enjoy it during the presentation. The Eagle's Nest (the college cafeteria) has good food at student prices!

To RSVP contact Kim Morisaki at [Kim@DoBusinessInMontana.com](mailto:Kim@DoBusinessInMontana.com) or 257-7711.

*E2 is a free forum for entrepreneurs who want to know other entrepreneurs in the region. E2 is about being inspired, mentored and educated through the experience of others.*

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**Save the Date: Montana Nonprofit Association 2009 Conference**

September 28-30, 2009  
Holiday Inn Downtown at the Park  
Missoula, Montana

This year's keynote speaker will be Heather McLeod Grant, coauthor of *Forces for Good: The Six Practices of High-Impact Nonprofits*. Find out more at:

<http://www.mtnonprofit.org/annualconference.aspx>

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**The Resource Corner: Free Resources on Volunteer Management**

"8 Tips for Recruiting and Retaining Volunteers in Tough Times" is an article with practical strategies for strengthening your volunteer program.

[http://www.fieldstonealliance.org/client/tools\\_you\\_can\\_use/01-07-09\\_volunteering\\_in\\_tough\\_times.cfm](http://www.fieldstonealliance.org/client/tools_you_can_use/01-07-09_volunteering_in_tough_times.cfm)

Yet, as you know, a potential volunteer may not be the right fit for your organization. The Nonprofit Risk Management Center offers online tools to assess your volunteer program.

<http://nonprofitrisk.org/search/volunteer.shtml?cx=016947194574783241609%3AAt-cnjypalai&cof=FORID%3A11&q=volunteer#942>

Although this recession has given an opportunity for laid-off workers to explore other career options and their civic passion through volunteering, the economic times may also tempt us to show our gratitude for their volunteer services with some sort of compensation. The e-newsletter link below outlines recent rulings from the Department of Labor:

<http://nonprofitrisk.org/library/enews/2009/enews012809.htm>

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Reminder: PLEASE pass this e-newsletter along...to Board members, fellow staff people, volunteers, and other nonprofit people you know in the community. Everyone's invited to be a part of our growing network! To sign up to receive this newsletter, go to our website, [www.npdp.org](http://www.npdp.org) and click "Join our Network" on the left side of the page. Enter your email address, name, and other required information.

To Unsubscribe: Send an email to [admin@npdp.org](mailto:admin@npdp.org) with the subject line "Unsubscribe".

NOTICE: We periodically send announcements, e-newsletters, and surveys to those individuals who voluntarily give us their e-mail address. We hope you enjoy receiving this information. If you'd like to be removed from our list, please send an email to [admin@npdp.org](mailto:admin@npdp.org) with the subject line "Unsubscribe".

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