

E-Newsletter - January 2010

Food for Thought

“...taking on the executive position in a nonprofit takes a lot of courage and requires a wide range of skills. It also takes courage and smarts to know when to give the reins back to the board as they direct the organization's next phase. For the good of the cause and the constituents, the wise leader regularly checks for the signs that it's time to transition to something new.”

--Tim Wolfred, Senior Project Director at CompassPoint Nonprofit Services

In this edition:

- >> January Brown Bag: Executive Transitions and Emergency Planning - January 14
- >> Extra Credit Article: Blue Avocado - Is it time for you to go?
- >> Welcome: Liz Moss of the Hockaday Museum of Art
- >> Job Opportunity: Tamarack Grief Resource Center
- >> Community Event: Fraud Prevention - January 12
- >> Community Event: South Pacific by Glacier Symphony and Chorale & Alpine Theater Project
- >> Community Conference: Women's Policy Leadership Institute - January 29 & 30
- >> Community Resource: Big Sky Institute for the Advancement of Nonprofits - Consultant Directory
- >> The Resource Corner: Mergers and Alliances

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

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January Brown Bag

Executive Transitions and Emergency Planning

presented by Bob Marsenich of Glacier HR Services, inc. and Ned Cooney of Ascent Strategic
Development

hosted by NpDP

Thursday, January 14, 11:30 am to 1:00 pm
Museum at Central School
124 First Avenue East, Kalispell
Free

A national leadership study completed by the Annie E. Casey Foundation in 2004 confirmed that Baby Boomers account for nearly 73% of the chief executives of nonprofit organizations and that 55% are over 50. These Baby Boomers are going to leave the sector in two waves: the first by 2010 and the second by 2020. A little over half of the Boomers (57%) in Executive Director positions are planning on leaving by 2010. Nearly 85% plan to leave during the next 7 years. David and Lucille Packard Foundation surveyed its grantees and discovered that 40% had experienced a change in Executive Directors within the last 3 years.

At the same time, more nonprofits are realizing that executive director transition is a crucial moment in an organization's life: a moment of great vulnerability as well as great opportunity for transformative change. Executive transitions should be a topic broached even when no one is anticipating a change in leaders. And of course, illness and other events can lead to sudden and unanticipated departures.

In this presentation, we will consider various aspects of transition planning, including:

- * Assessment and Recruitment Strategies for the Long-term and Transitions
- * Behavioral Based Interviewing
- * Matching Organizational Needs to Personalities
- * Grooming from Within or Going Outside—a case by case answer
- * The Basics—getting started, options, strategies and resources.

Please RSVP to rsvp@npdp.org or 406/756-3618 to ensure enough seating and handouts if you plan to attend.

About the Presenters

Bob Marsenich was the Director of Human Resources for Plum Creek Timber Company's Northwest Region for seven years. Mr. Marsenich has worked in the field of human resources for over 20 years providing training, consulting and daily human resource management for many organizations. Mr. Marsenich is the published author of two books and a number of management articles in such magazines as “The Rotarian” and “Training Magazine.” Mr. Marsenich has vast amounts of experience working with leaders in private, public and nonprofit organizations.

Ned Cooney serves as Program Director for the Nonprofit Development Partnership, which provides education and networking for nonprofits in the Flathead region. Ned also owns an independent consulting practice, Ascent Strategic Development, specializing in strategic planning, consulting with nonprofit leaders and board members, and meeting facilitation.

For information, contact:
email: admin@npdp.org
Phone #: 406/756-3618

“Extra Credit” Article for our Brown Bag: Is it Time for You to Go?

Transition planning often happens as an Executive Director begins to consider leaving an organization. Sometimes, the consideration is based on life changes, and other times on burnout. As a tie-in to this month's Brown Bag, take time to read Blue Avocado's recent blog post, “Six Ways to Know If It's Time to Leave.”

<http://www.blueavocado.org/content/six-ways-know-if-its-time-leave>

Job Opportunity: Tamarack Grief Resource Center

Under the direction of Tamarack Grief Resource Center's Board of Directors and Staff, the Flathead Valley Program Assistant will provide direct support to agency family and community-based grief programs operating in the Flathead Valley. The Program Assistant will act as liaison between TGRC Camp to Remember Director and community referral sources, campers, their families. Under clinical supervision, the program assistant will work with school counselors in providing grief support groups for students, and with community agencies in identifying and maintaining community support network information. The program assistant will deal with administrative duties including: grant research, funding proposals, maintenance of records and supply inventory, mailings, interface with clients and assistance with open houses and reunions. The preferred applicant for Program Assistant will have completed a Bachelor's Degree and be enrolled as a Master's Degree Candidate in an accredited school of Social Work or Professional Counseling. Master's Degree graduates who are seeking supervision for clinical licensure are encouraged to apply. All applicants with interest in TGRC's mission and programs will be considered. In order to apply, please send your letter of interest, resume, and two letters of reference to: Dr. Tina Barrett, Director, Tamarack Grief Resource Center, 516 S. Orange Street, Missoula, MT. 59801 or tamarackgrc@live.com. For more information, please visit www.tamarackgriefresourcecenter.org. Closing date: January 11, 2010.

Welcome: Liz Moss of the Hockaday Museum of Art

In case you missed the Flathead Beacon article, Liz Moss recently encountered the cold of Montana winters to become Executive Director of the Hockaday Museum of Art:

http://www.flatheadbeacon.com/articles/article/a_new_director_for_the_hockaday/14954/

Welcome to the Flathead nonprofit community, Liz!

Community Event:

Fraud Prevention for the Small Business Owner

January 12, 9 am - 3:30 pm

FVCC Arts and Technology Building

Nonprofit Cost: \$75 for lunch and reference materials

Most people involved with nonprofit organizations are honest, good-hearted individuals who would never think of stealing, especially from an organization they love and support. However, non-profits are not immune to fraud.

A one-day seminar entitled "Fraud Prevention for the Small Business Owner" is being offered by the local chapter of SCORE, "Counselors to America's Small Business". In these tough economic times, the temptation to steal is on the rise. By utilizing safeguards, companies and non-profit organizations can better protect themselves from internal theft and fraud. This seminar will give business owners and executive directors information about employment screening, background checks, accounting controls, protection from employment lawsuits, fraud investigation, prosecution, and creating a company culture that fosters

Registration is restricted to business owners, qualified managers, and executive directors.

To register, call FVCC Continuing Education Center at 756-3832 or visit www.fvcc.edu/continuing-education.

To learn more about this seminar, call Jordonna Dores at 837-3262.

Presenters will be Kristen Heck, President and co-owner of LC Staffing; Steve Stahlberg, CPA, from Stahlberg & Sutherland; Dean Chisholm, Attorney, from Chisholm & Chisholm; Glen Fulton, retired detective, Flathead County Sheriff's Department; Todd Twete, VP of Sales and Jordonna Dores, co-owner, from Merlin Information Services.

Community Event:

South Pacific

January 29, 30, 31, 2010

Locations vary

Ticket cost varies

Glacier Symphony and Chorale and Alpine Theatre Project present the onstage Concert Version musical of South Pacific. For more information, please see Glacier Symphony and Chorale's website, gscmusic.org, or Alpine Theatre Project, alpinetheatreproject.org.

Community Conference:

Making Connections: Women, Power and Policy

4th Annual Women's Policy Leadership Institute

January 29 and 30

Best Western Great Northern Hotel

Helena, Montana

Cost: \$50 for the conference

hosted by Montana Women Vote

"Making Connections: Women, Power and Policy" is an interactive policy conference for women interested in learning more about how to participate in and shape the policy making process. It is open to all ages and levels of experience.

Presenters, panels and breakout sessions will cover a wide range of skills and topics. More details about the breakout sessions may be found at www.montanawomenvote.org/wpli.html. Learn from women who are currently involved in policy efforts in Montana, including legislators, lobbyists, advocates, organizers, and more.

Registration details are available online at www.montanawomenvote.org/wpli.html. Registration deadline is January 22. For more information, e-mail olivia@montanawomenvote.org.

Women's Policy Leadership Institute creates a progressive training and mentorship network to help

Community Resource: Big Sky Institute for the Advancement of Nonprofits

The Big Sky Institute for the Advancement of Nonprofit has published the Montana Nonprofit Connections (MNC) Consultant List. This Consultant List includes organizational consultants to nonprofits throughout the state. The directory lists the consultants geographically, and classifies the consultants by areas of expertise (planning, board development, fund raising, and so on). The directory also contains a factsheet about each consultant.

The MNC Consultant List is found here:

<http://bigskyinstitute.org/mnc/mncconslst.shtml>

The Resource Corner: Mergers and Alliances

So, you've squeezed every expense to the bare bones, and, yet, your organization is not as fiscally strong as you would hope it could be.

Perhaps it is time to consider creating an alliance with another nonprofit to leverage your combined resources to better serve the community. The alliance could combine administrative resources, such as bookkeeping, or programs, or both. The Fieldstone Alliance has posted their recommendations for creating an alliance:

http://www.fieldstonealliance.org/client/tools_you_can_use/07-22-09_forming_alliances.cfm

Perhaps you are considering a merger with a similar organization. "The M Word: A Board Member's Guide to Mergers" is a guidebook to nonprofit mergers:

<http://www.blueavocado.org/content/m-word-board-members-guide-nonprofit-mergers>

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 and click "Join our Network" on the left side of the page. Enter your email address, name, and other required information.

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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.