



NONPROFIT
LEADERSHIP
INITIATIVE



Photo L-R: JJ Schauske, Bee Yang, Kristopher Ulrich, Denise Martinez, Maren Peterson, Jennie Moore, Michael Green, Hilary Armstrong, Kelly Nutty, Jarrad Bittner.

Graduation!

The first cohort of 11 nonprofit senior leaders graduated from the Leadership Institute on April 28th. This pilot program, a collaboration between Fox Valley Technical College and the Nonprofit Leadership Initiative, provided nine modules of core classes on specific topics important to the work of a nonprofit executive director.

Program graduates receive a Nonprofit Management Certificate. The pilot program was free to participants, thanks to our many donors.

To see a list of our supporters, visit our website at www.npleadershipfv.org.

Program participants overwhelmingly spoke of the program's effectiveness, *"[The Institute] is a unique and special thing that is happening to the developers, instructors and recipients, leading to a great deal of knowledge and resources available to build better careers at the least...not to mention serving our populations in a more effective manner."*

In 2016 Jewelers Mutual Charitable Giving Committee approved a grant for the program. Chris Hartrich,

Vice President-Human Resources & Organizational Development, attended the graduation and reported the following back to his committee, *"I am pleased to report that our investment was wisely spent. They all spoke very positively about the experience and how it will impact their ability to add value to their respective organizations. We have supported some of these organizations directly as well, so it is very encouraging to see how our support can make a difference."*

Many of the board chairs of the nonprofits involved are now our biggest supporters and have recommended the Leadership Institute to other nonprofit leaders in the community. Mary Beduhm, current board chair for Samaritan Counseling Center for the Fox Valley stated that their executive director *"grew in confidence levels and most especially in her financial acumen, which she shared with her leadership staff and the board."*

We received 22 applications for round two of the Leadership Institute and have increased the class from 12 to 15 participants with training that began

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in early May. Trainers are hired based on their expertise in the field and work closely with an adjunct faculty member to ensure materials are relevant and engaging to nonprofits.

Alumni of the program have offered to mentor new attendees and we have committed to ensure they stay engaged as a cohort in a peer-to-peer learning environment.

We are off to a very exciting start in our efforts to develop effective executive nonprofit leaders through leadership, collaboration and learning.

Executive Director Forum

The Executive Director Forum convenes executive directors in a networking forum to discuss emerging issues and to learn from each other. Forums are facilitated by experts in the field.

Electronic invitations are sent to over 200 nonprofit leaders who have requested topics in the areas of Human Resources, Finance, Board roles and responsibilities, fundraising, etc.

Over 30 local businesses and consultants have volunteered their time and talent to provide tips and tools for this group of community leaders.

What's New

Our original plan included four events per year. In 2017, due to popular demand, we are providing six training events and have added conversations around technology and strategic planning to the list of topics.

Collaborating

We are also developing the **IT Task Force** to gather volunteer and IT experts to help nonprofits move into the world of cloud processing, including Office 365, as well as other online software platforms to decrease costs and improve processing.

Representatives from J. J. Keller, Thrivent, FVTC, R3New, Bemis, Kimberly Clark, Associated Bank and more are anxious to help on this task force.

“The Forum is a good opportunity to meet and interact with other leaders. Thank you for providing this education.”

NonprofitNext Fox Valley

NonprofitNext Fox Valley is a curated, information-rich website providing nonprofits with access to tools, tips and templates from local and national experts.

Topics range from sample executive director job descriptions and evaluation tools to social media toolkits, and everything in between, that may be useful to nonprofit staff, volunteers and board members.

The Initiative is currently paying the licensing fee for this software for all nonprofits in the Community Foundation for the Fox Valley Region which includes Calumet, Outagamie, Waupaca, Shawano and northern Winnebago counties in northeast Wisconsin.

Our most recent analytics show **board topics** as our number one area of pageviews. Board governance and recruitment rise to the top within that category with the most downloaded templates.

With close to 300 people signed up for our free NonprofitNext web portal, we are continually loading best practice tools for nonprofits, including board materials.

If you are not signed up for this free site, you are welcome to do so as a stakeholder in our programs.

All staff, volunteers, board and committee members of our local nonprofits register at:

www.nonprofitnext.org/foxvalley.

NONPROFIT
NEXT
FOX VALLEY



Board Pipeline Events

We are encouraging a new population of community members to find their passion and share their skills, or develop new ones, as part of board service.

We work with PULSE, the Volunteer Center, Bemis, Kimberly Clark, Associated Bank, Thrivent, United Way and many others to invite the community to our free quarterly events.

Each event provides information from nonprofits in a particular service area. For example, in January, we invited eight nonprofits serving the homeless population to present information on what it means to be on their board, committee or task force.

We have developed a brochure that highlights nine important things you gain by joining a nonprofit board.

It also asks seven questions for you to determine your readiness for such an endeavor.

If you would like copies of this brochure contact us: npl@cfoxvalley.org.

This event drew over 80 people to learn about their community and how they can best serve these local nonprofits' mission.

These presentations help build awareness that diverse skills and levels are welcome on nonprofit boards or committees to assist in servicing their missions.

 **Visit our website to see a video highlight of the January 2017 event under Board Pipeline.**

The Volunteer Center of East Central Wisconsin has teamed up with the Board Pipeline committee to develop a matching software called *Board Connect*. We encourage area employers to help their staff find a board position that's right for them:

VCBoardConnect.VolunteerCenter.net

Remaining 2017 Schedule:

- July 27, 2017: Food Security programs
- November 2, 2017: Education

Visit npleadershipfv.org for registration to these free events.

Board Support Training

Our Board Support training and support opportunities will be kicking off in 2017.

These programs will provide everything from basic 101 of board service to more complicated training on topical issues such as finance, sustainability, program analysis, etc.

A committee of experienced board members are leading the design of the training programs to ensure they meet the needs of the Fox Valley community.

We are anxious to put the tools available on NonprofitNext to work.

Topics currently on the site cover many areas:

- **Roles & Responsibilities**
- **Board Development**
- **Board Resources**
- **Recruitment, Retention & Orientation**

Tools include:

- **Board chair meeting checklist**
- **Board self-assessment worksheet**
- **Keys to effective meetings**
- **Executive director job descriptions and evaluation forms**
- **Board member agreement & expectations form**



Our Mission: Creating a framework to develop effective nonprofit boards and executive leaders in the Fox Valley Region through leadership, collaboration, and learning opportunities.

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Future Plans

Our current model is to provide all of these non-profit support programs, and many more, for free, or for a nominal fee.

In order to do this we rely on our generous funders through company sponsorship, grant opportunities and more for the first three years of our programming.

While we work on fully defining and vetting our programs, we are also building a sustainability model that includes other sources of funding.

The budget to implement our training and support programs is currently \$600,000 for three years. We have \$477,100, or 80% of our goal committed from founding donors and only \$122,900 remaining as of May 1, 2017. **We are hoping to meet our goal by June 30, 2017 to continue our programming and support of all nonprofits in the Fox Valley.**

Other nonprofit resource centers around the country are lending their expertise to a successful model.

On behalf of the committee members investing their time, talent and treasure toward fulfilling our mission, I thank you for your support.

We are motivated to make a better community through our thriving nonprofits and the lives they touch. ***Your financial contribution builds strong nonprofit leaders that are making an impact on our community.***

If you would like to learn more about our current events, future plans, or funding opportunities, please don't hesitate to contact me.

Kim O'Brien

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Meet our Steering Council:

- Gary Cebulski, Retired Accounting/ Finance Executive
- Mary Downs, FVTC Foundation
- Jenni Eickelberg, Thrivent Financial
- Tony Gonzalez, United Way
- Jeff Hahn, Real World Strategies
- Marti Hemwall, Community Foundation for the Fox Valley Region
- Nancy Heykes, On Point Consulting
- Mary Sullivan, Community First Credit Union
- Kim Wetzel, Bemis Company Foundation

Building Trust for Effectiveness: When a Multi-Generational Workforce Collides

On **June 20, 2017** trainers Bridget Wenman and Chad Kopitzke will be co-presenting on the influence of different generations in the workforce.

Cost is \$15 and open to all those engaged in nonprofits in the Fox Valley region.

Spread the word to the nonprofits you support!

Register at: www.npleadershpfv.org