



Save the Date! April 27, 2018

Join us in celebrating the graduation of the second cohort of 14 nonprofit senior leaders from the Leadership Institute. The program, a collaboration between Fox Valley Technical College and the Nonprofit Leadership Initiative (NPLI), provides nine modules of core classes on specific topics important to the work of a nonprofit executive director.

We invite you to attend the graduation ceremony and presentation on Friday, April 27th from 8-10:30 am at FVTC.

Current participants will present one area of improvement based off their Institute training. They will then be presented with a Certificate in Nonprofit Management from the Fox Valley Technical College and the Institute. A continental breakfast will be provided. **Formal invitations will be sent in early March.**

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.

On our website, www.npleadershipfv.org, you will also find a three minute video from Joe Mauthe, Housing Partnership Executive Director, regarding his involvement in the design of the Leadership Institute program.

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

"The Leadership Institute has been a great experience for me. Not only am I learning best practices in all areas of non-profit management, but I am developing relationships with some great



leaders in our community. I highly recommend participating in the Leadership Institute if you are a new Executive Director or aspire to move into that role."

*David Weiss, Development Director,
Boys' & Girls' Brigade*

A New Look!

A new website has been launched which includes videos and testimonials from program participants. www.npleadershipfv.org

Make sure you check out the upcoming events listed under the **Events** tab.

A new section called **Resources** includes links to additional information on best practices for nonprofits and other training events in the area.

Future Plans

Funders have seen how crises or weaknesses in leadership can sap the effectiveness and capacity of **agencies we count on to improve our community**. Our programs are intended to leverage your dollars already given to nonprofits and to build a healthier nonprofit sector.

Our current model is to provide all of our programs for free, or for a nominal fee, for the first three years of our programming.

This allows us time to pilot programs and events to ensure they are meeting the needs of the nonprofit community, as well as the intent of the funders.

As our three-year timeframe ends June 30, 2019, **we have initiated our strategic planning**.

Our team has identified three areas of focus as we go through the planning process.

- **Clarify the Initiative’s Purpose:** As part of this process we are developing a Theory of Change Model and reviewing our mission and vision statements.

*Current budget: \$600,000
Left to raise: \$ 70,900*

- **Assess & Refine Portfolio:** We are using templates from Steve Zimmerman’s Matrix Mapping training to review our current programs for relevance and identifying gaps.
- **Sustainability Model:** The group will formulate a development plan and define cost structures for each program.

Our goal is to have completed the work identified in our three areas of focus by August 1, 2018. We will then present a formal recommendation to our stakeholders for the Nonprofit Leadership Initiative’s future.

Our current financial contributors are building strong nonprofit leaders that are making an impact in 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.

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Outputs since April 2016

In 2014 individuals from Fox Valley nonprofits, along with business and community leaders, expressed a need for resources to help strengthen the capabilities of nonprofit staff and board members. Early discussions focused on developing ways to provide local and customized resources to sustain the community’s investment in ALL nonprofits.

In September 2015 the Community Foundation for the Fox Valley Region gathered area partners to begin project design of the Nonprofit Leadership Initiative.

Our first event in April 2016 included training on the Fair Labor Standards Act with 35 attendees. **Since then our numbers have grown!**

Number of Attendees

- 345 Join A Board Events
- 271 Executive Director & Board Forums
- 26 Leadership Institute participants
- 345 Nonprofit Next Users

*Values include unduplicated attendees.

Number of Nonprofits Represented

- 58 Join A Board Events
- 126 Executive Director & Board Forums
- 25 Leadership Institute participants
- 227 Nonprofit Next Users

Who we train: executive directors and board members

A variety of training sessions are provided to discuss emerging issues and to bring executive directors and board members together to learn from each other.

Topics include these & more:

- **Board roles and responsibilities**
- **Human resources issues**
- **Fundraising tips & tools**
- **Finances & sustainability**
- **Managing technology**

Over 30 local businesses and consultants have volunteered their time and talent to provide training and small group discussions. Trainers from the

following companies have assisted: WIPFLI, Schenck SC, The Weidert Group, Plexus, J. J. Keller, Clark & Gotzler Attorneys, Innovative Learning Strategies, Associated Financial, NextGen Advantage and more.

2018 Topics

January 18: Aligning Human Resources Functions with Your Mission

April 19: Using Technology to Meet your Mission

September 13: Collaboration and Consolidation of Programs

November 8: Board Roles & Responsibilities

Here's what attendees have to say:

- *The trainer presented good, concrete examples and practical ways to recognize problems or potential problems.*
- *Excellent program. Good practical information. Helped to be more aware and stimulated new ideas and thoughts.*
- *Learning from other non-profits is the best part of these events!*

NonprofitNext Fox Valley

NonprofitNext Fox Valley is an 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.

Top ranked subjects searched by over 345 registered board members AND executive directors include the following areas under the Board tab:

- Roles & Responsibilities, Recruitment, Retention & Orientation, Chair meeting checklist, self-assessment worksheet, Keys to

effective board meetings, Executive director job descriptions and evaluation forms, Board member agreement & expectations forms

Access is currently sponsored by our numerous funders, allowing all nonprofit staff, volunteers and board members in the Community Foundation for the Fox Valley Region free access to the site.

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

Register at:

www.nonprofitnext.org/foxvalley



Join a Board

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

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

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

Meet our Steering Council:

- Gary Cebulski, Retired Accounting/Finance Executive
- Lynn Coriano, POINT Leader
- 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

Committees always seeking new members:

- Leadership Institute
- Join A Board
- Executive Director Forum
- Board Support
- Nonprofit Next

2018 Schedule

- **January 25:** Women & Girls
- **April 12:** Diversity & Inclusion
- **September 20:** Abuse & Assault Prevention
- **October 25:** Veterans

Visit npleadershipfv.org for registration to these events.

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



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Our Mission: To develop effective nonprofit organizations in the Fox Valley Region through leadership, collaboration, and learning opportunities.