



Nonprofit Sector Workforce Coalition

Coalition Conference Call #1

Thursday, March 9, 21, 2006 • 3:00 – 4:30pm (EST)

Conference Call Report

Steering Committee Members Present on Call

- *Alliance for Nonprofit Management* - Heather Iliff, Deputy Director of Education
- *American Humanics* - Kala Stroup, President / Stephen Bauer, Director, Initiative for Nonprofit Sector Careers / Shelly Cryer, Consultant
- *Center on Philanthropy at Indiana University* - Larry Smith, Associate Director, Millennium
- *Institute for Higher Education Policy (Alliance for Equity in Higher Education)* - Jamie Merisotis, President
- *Mary Reynolds Babcock Foundation* - William Buster, Program Officer
- *National Council of Nonprofit Associations* - Audrey Alvarado, Executive Director
- *National Human Services Assembly* - Irv Katz, President
- *OpportunityKnocks.org* - Ryan Tucker, Director of Business Development
- *Public Allies* - Paul Schmitz, President and CEO

Call Participants

- *Association for Research on Nonprofit Organizations and Voluntary Action* - David Hammack, President
- *Building Movement Project* – Frances Kunreuther, Director
- *Campus Compact* - Andy Cahill, Network Coordinator
- *Center for Information and Research on Civic Learning and Engagement (CIRCLE)*, Peter Levine, Director
- *Center for Nonprofit Management (Southern California) (Nonprofit Jobs Cooperative)* - Kim Pendergest, Director of Publications
- *CompassPoint* - Diane Johnson, Senior Projects Director
- *Corporation for National and Community Service* - Tim McManus, Director of Marketing
- *Echoing Green* - Lara Galinsky, Vice President, Strategy
- *Executive Service Corps of New England (Nonprofit Jobs Cooperative)* - Katie Labrador, Manager of Special Projects
- *Emerging Practitioners in Philanthropy* - Rusty Stahl, Executive Director
- *Forum for Youth Investment* - Alicia Wilson-Ahlstrom, Program Manager
- *Girl Scouts of the USA* - Michael Watson, Vice President, Human Resources
- *Harvard Family Research Project* - Priscilla Little, Associate Director
- *Interaction Institute for Social Change* - Courtney Bourns, Senior Associate
- *Johns Hopkins University, Listening Post Project* - Stephanie Lessans Geller, Research Associate
- *Leadership Learning Community* - Deborah Meehan, Executive Director
- *Management Assistance Group* - Robin Katcher, Staff Consultant
- *National Association of State Universities and Land Grant Colleges* - Joyce Payne, Director, Minority and Human Resources Programs and Office for the Advancement of Public Black Colleges
- *National Community Development Institute* - Diana Lee, Program Director
- *National Young Nonprofit Professionals Network* - Stephanie Schooley, Board Member
- *University of Pittsburgh, Graduate School of Public and International Affairs* - George Dougherty, Professor
- *Venture Consortium* - Peggy Chang, Director
- *Young Nonprofit Professionals Network (Washington, DC Chapter)* - KC Dalia, Development Associate, Independent Sector

Conference Call Notes:

Welcome and Introductions (Kala Stroup and Stephen Bauer)

- Kala Stroup opened the call with a welcome and brief overview of the history of the Coalition including the work at ARNOVA, National Assembly, Independent Sector and Pocantico
- Stroup then introduced Stephen Bauer
- Bauer reviewed agenda and conference call material

Introduction of Steering Committee Members (Larry Smith)

- Larry Smith introduced the members of the Steering Committee.

Overview of Coalition Mission and Strategies (Paul Schmitz)

- Paul Schmitz gave an overview of the reasoning behind the creation of a coalition:
 - Recognition of many organizations discussing workforce issues but not collaboratively.
 - Overview of previous dialogues at the national conferences of ARNOVA, Independent Sector and National Human Services Assembly as well as Pocantico conference earlier this year.
 - Schmitz reviewed the strategies that were the outcome of these dialogues. (see AH Coalition Proposal page 7).
 - The strategy summary is not a complete set of strategies but a starting point to take action.

Overview of Outreach and Year 1 Budget (Shelly Cryer)

- Shelly Cryer gave her report from the GEO Funders Conference where issues of nonprofit leadership were a main programmatic theme of the conference.
- Extensive reports on workforce issues were released this week:

Investing in Leadership, Volume 2: Inspiration and Ideas from Philanthropy's Latest Frontier (GEO Funders)

<http://www.geofunders.org/index.cfm?fuseaction=document.showDocumentByID&DocumentID=2679>

The Nonprofit Sector's Leadership Deficit (Bridgespan)

<http://www.bridgespangroup.org/PDF/LeadershipDeficitWhitePaper.pdf>

Daring to Lead 2006 (CompassPoint)

<http://www.compasspoint.org/content/index.php?pid=19>

- While national conversations are focusing on executive transition, it will be the coalition members that will bring the issues of the next generation to the forefront: diversity, class, debt relief and workforce pipeline
- Foundations are starting to talk about these issues but need the coalition to offer a broader perspective and push for awareness and change.
- Cryer provided an overview of the outreach effort to date:
 - The coalition proposal has been circulated to 125+ organizations since mid-December 2005
 - The target list was developed from the list of participants at the workshops we jointly sponsored at ARNOVA, National Assembly, Independent Sector, and Pocantico; we have also received recommendations from the Alliance for Nonprofit Management, CompassPoint, Public Allies, and other partner organizations. We continue to invite recommendations as we reach out and from coalition members.
 - Steering Committee membership is still open to those interested in dedicating time and effort into building the coalition.
- Cryer provided an overview of the proposed Year 1 budget:
 - The Year 1 budget presents approximately \$30,000 in dues revenue from 20-30 organizations that would go towards a portion of Stephen Bauer's salary and overhead, coalition interns, participation in conferences, and materials. AH would contribute Shelly's consulting time and executive staff time. Steering Committee members are contributing executive staff time as well.

- As part of continued outreach, Cryer challenged those on the call to bring one other organization into the conversation that had not been previously contacted, especially organizations that members feel are not represented in constituency or scope of the current list of members.
- Cryer provided an overview of the coalition structure:
 - The coalition does have a steering committee, however, this is not a governing body and all members have a vote in coalition strategy creation.
 - American Humanics will host Stephen Bauer as the Director of the coalition along with intern support to help organize and advance coalition strategies.
 - The Steering Committee will convene over conference call every two months.
 - The full coalition will convene over conference call every four months.
 - Other in-person meetings will take place at other organizations national conferences as well as a potential dedicated coalition in-person meeting in 12-18 months.
 - Coalition members will dedicate a point-person and also have full CEO-level buy-in and participation.
 - Coalition must share ownership of the work.
 - American Humanics cannot fund coalition alone
 - Coalition members will pay dues: \$1500 for a full membership.
 - For those organizations that have trouble with this amount, some scholarship monies may be available but will not comprise the entire coalition dues.
 - Foundations and other potential funders are looking for nonprofit organization buy-in before providing funds themselves.
 - We are committed to having all voices at the table but dues are necessary to enable the structured and timely progress of the coalition.

Participant Feedback (Heather Iliff)

- Heather Iliff facilitated a feedback session to allow call participants to voice their opinions and issue areas relevant to the work of the coalition.
- Many organizations are realizing the importance of addressing workforce issues now and are starting to see the impending crisis.
- There is a difference in how the private sector and nonprofit sector address workforce issues of diversity in leadership – market imperative vs. social imperative (public good).
- Young professionals do not think the predominately white leadership of their organization adequately understand the issues facing the community.
- The sector will be less effective to respond to current and future constituencies without a diverse and representative workforce.
- Which of the strategies resonates with your organization and what could be accomplished as a group that you couldn't accomplish alone?
 - All sectors are facing the same future leadership challenges and if the nonprofit sector does not work to address this issue collectively, it will lose future talent to other sectors.
 - Creating incentives for young professionals to enter and remain in the sector is something that must be addressed as a coalition because it is something that individual organizations cannot face alone (i.e. loan forgiveness, tuition reimbursement)
 - Policy makers need to learn that the nonprofit sector is a crucial portion of the workforce, that the nonprofit sector has gaps and problems in its pipeline and that it is in the nation's best interest to address the issue at a policy and education level.
 - There should be advocacy efforts focused on policy makers and academia about financial incentives to working in the nonprofit sector.
 - The general public needs to be educated that nonprofit sector is a legitimate and greatly needed sector in our economy and that it is a viable career choice.
 - College students need to know that the sector can be a viable career choice and they need to learn specific skills to be successful.
 - Those currently working in the nonprofit sector need to seek professional development and higher degrees to build skills to better prepare them to lead nonprofit organizations.
 - Young nonprofit professionals feel like they have no future because of nonprofit professional culture, lack of leadership opportunities and perception of nonprofit sector not adequately governing itself.

