

Action Without Borders/ Idealist.org  
 African American Nonprofit Network  
 Alliance for Nonprofit Management  
 America's Second Harvest  
 American Assembly  
 American Association of State Colleges and Universities  
 American Humanics  
 AmeriCorps  
 Annie E. Casey Foundation  
 Arizona State University, Lodestar Center for Philanthropy and Nonprofit Innovation  
 Association of Fundraising Professionals  
 Association for Research on Nonprofit Organizations and Voluntary Action  
 Axelson Center for Nonprofit Management at North Park University  
 Baruch University, Center for Nonprofit Strategy and Management  
 Boy Scouts of America  
 Bridgespan Group  
 Building Movement Project  
 Camp Fire USA  
 Campus Compact  
 Center for Community Change  
 Center on Philanthropy Indiana University  
 Child Welfare League of America  
 Commongood Careers  
 CompassPoint Nonprofit Services  
 Congressional Hispanic Caucus Institute  
 Coro Center for Civic Leadership  
 Craigslist Foundation  
 Echoing Green  
 Emerging Practitioners in Philanthropy  
 Freeman Philanthropic Services, LLC  
 Georgetown University Center for Public & Nonprofit Leadership  
 Girl Scouts of the USA  
 Girls Incorporated  
 Grand Valley State University, Center for Philanthropy and Nonprofit Leadership  
 The Humane Society of the United States  
 Institute for Higher Education Policy/Alliance for Equity in Higher Education  
 Interaction Institute for Social Change  
 Junior Achievement Worldwide  
 Kellogg Foundation  
 Learning for Life  
 Louisiana State University, Shreveport, Institute for Human Services and Public Policy  
 March of Dimes  
 Mary Reynolds Babcock Foundation  
 National 4-H Council  
 National Council of Nonprofit Associations  
 National Human Services Assembly  
 National Research Center for College and University Admissions  
 National Urban League  
 Neighbors for Better Neighborhoods  
 New Sector Alliance  
 Nonprofit HR Solutions  
 Nonprofit Oyster  
 OpportunityKnocks.org  
 Points of Light Institute  
 Project on Student Debt  
 Public Allies  
 Robert F. Kennedy Children's Action Corps, Inc.  
 Robert Morris University, Bayer Center for Nonprofit Management  
 South Carolina Fair Share  
 Transition Guides  
 UPS Foundation  
 United Way of America  
 University of Connecticut Program on Nonprofit Leadership and Strategic Networks  
 University of Missouri-Kansas City, Midwest Center for Nonprofit Leadership  
 University of San Diego, School of Leadership and Education Sciences, Nonprofit Initiatives  
 Volunteers of America  
 YMCA of the USA  
 Young Nonprofit Professionals Network  
 Young People for, People for the American Way

# **Nonprofit Sector Workforce Coalition**

**A National Campaign to Recruit, Prepare, and Retain a Skilled and Diverse Next-Generation of Nonprofit Sector Leadership**

## **Coalition Conference Call**

### **Monday, July 28, 2008 1:00pm CST**

### **Call Report**

**Coalition members present:**

- ACTION WITHOUT BORDERS/IDEALIST.ORG, Cary Hixon, Director of Nonprofit Human Resource Program
- AMERICA'S SECOND HARVEST, Daphne Logan, Vice President of Human Resources
- AMERICAN HUMANICS
  - Phyllis Wallace, Vice President, Nonprofit Partnerships
  - Stephen Bauer, Director - Initiative for Nonprofit Sector Careers
- ASSOCIATION OF FUNDRAISING PROFESSIONALS, Lori Gusdorf, Vice President of Membership & Chapter Services
- ARIZONA STATE UNIVERSITY, Jill Watts, Director of Capacity Building Initiatives
- CENTER ON PHILANTHROPY AT INDIANA UNIVERSITY, Larry Smith, Director-Third Millennium Initiative
- COMMONGOOD CAREERS, James Weinberg, Founder and CEO
- CONGRESSIONAL HISPANIC CAUCUS INSTITUTE, Carmen Joge, Chief Operating Officer
- CRAIGSLIST FOUNDATION, Darian Rodriguez, Executive Director
- GIRLS INCORPORATED, Susan Houchin, Director of National Services
- INDEPENDENT SECTOR, Leonor Alfonso, Program Associate
- NATIONAL 4-H COUNCIL, Sharon Schainker, Director of Human Resources
- NATIONAL COUNCIL OF NONPROFIT ASSOCIATIONS, Elisa Ortiz, Outreach and Special Initiatives Coordinator
- NATIONAL HUMAN SERVICES ASSEMBLY, Irv Katz, President
- NEW SECTOR ALLIANCE, Jessica Lee, Program Coordinator
- NONPROFIT HR SOLUTIONS, Lisa Morton, President and CEO
- NORTH PARK UNIVERSITY, Christa Beall, Campus Director of American Humanics
- PEOPLE FOR THE AMERICAN WAY, Robert Mayer, Director of Our Education and Leadership
- PROJECT ON STUDENT DEBT, Lauren Asher, Associate Director
- ROBERT F. KENNEDY CHILDREN'S ACTION CORPS, Ed Kelley, President and CEO
- UNIVERSITY OF CONNECTICUT, David Garvey, Director of the Program on Nonprofit Leadership and Strategic Networks
- UNIVERSITY OF SAN DIEGO, Heather Carpenter, Research Assistant
- YMCA OF THE USA, Gina Collins, Director, College and University Partnerships

Housed at American Humanics, the Nonprofit Sector Workforce Coalition is committed to working collaboratively on strategies to attract, retain, and develop a skilled, committed, and diverse nonprofit sector workforce.

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## **Call report**

*Welcome, Call Attendance, and Coalition Update (Stephen Bauer)*

### *Committee/Member Reports*

- *Work With Me* Publication (Elisa Ortiz)
  - Ortiz discussed the work of the Nonprofit Congress, including its work on promoting leadership.
  - As part of that work, *Work With Me* has been released to help organizations as they struggle with intergenerational gaps in their staffing.
  - Please contact Ortiz with any questions.
  - The book can be purchased at [www.nonprofitcongress.org/workwithme](http://www.nonprofitcongress.org/workwithme) for \$35 plus shipping.
  - The coalition will be hosting an online webinar regarding this resource on Wed. September 17, at 2pm EST.
- National Campaign Committee (Lisa Morton)
  - Recent focus has been on developing a marketing RFP.
    - The purpose of this document would be to solicit the help of professional marketing firms to help shape a marketing campaign for careers in the nonprofit sector.
    - The RFP will be formed in the committee, then circulated through the marketing community, hoping for donated or heavily discounted rates.
    - If anyone is able to lend some assistance in drafting these RFP's, please contact Lisa Morton at [lmorton@nonprofithr.com](mailto:lmorton@nonprofithr.com).
  - The committee is also working with the Center on Philanthropy at Indiana University to form an internship for the Coalition.
  - Stephen Bauer spoke about the Coalition's recent efforts to connect with the Fieldstone Alliance to develop a National Nonprofit Career month. If any Coalition members are interested in helping, please contact Bauer at [sbauer@humanics.org](mailto:sbauer@humanics.org).
  - The committee is beginning to form a series of one-page documents that list statistics on the nonprofit sector to market and promote the sector.
- Workforce Diversity (Stephen Bauer)
  - Work has continued on the research, pledge, and best practice promotion efforts of the committee.
  - The group is currently sending a survey out to small groups of professionals around the country as a litmus test prior to release and promotion to the broader sector.
  - The National Assembly has begun promoting this work amongst their membership.
- Financial Barriers (Laura Asher)
  - Recent legislation passed by Congress offers loan forgiveness for professionals in the Public Service sector.
  - However, there are many limitations to the program that are inhibiting numerous nonprofit professionals from benefiting from this legislation.
  - Two primary problems:
    - Married borrowers: if both spouses have loans, the loan repayments may be twice as expensive as a single borrower.
    - The Government will not allow individuals to know how far along they are towards meeting their obligations, thus inhibiting professionals from switching jobs.
  - Asher requested that the member organizations submit an organizational letter and personal comments requesting these regulations to be changed. This is not considered lobbying.
  - The Project on Student Debt has drafted a sample letter. To find out more, contact Laura at [ljasher@ticas.org](mailto:ljasher@ticas.org).
  - An informational brochure can be found at [www.ibrinfo.org](http://www.ibrinfo.org).
  - The Coalition is drafting and sending a letter of support on behalf of its members.

### *Discussion and Member Updates*

- National Member Meeting (Stephen Bauer)
  - If you have any recommendations for speakers or content, please email Bauer at [sbauer.humanics.org](mailto:sbauer.humanics.org).

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- Please respond by August 1, 2008.
- The meeting will take place at the Independent Sector conference November 9, 2008.
  - Coalition members do not need to register for the IS conference to attend the Coalition meeting, but are welcome to do so.
  - To register for the coalition national meeting, please visit [www.humanics.org/coalition](http://www.humanics.org/coalition).
- Coalition Webinars
  - NP2020 Report-August 22 at 2pm EST: focused on next generation nonprofit leaders. Register at [www.humanics.org/np2020form](http://www.humanics.org/np2020form).
  - *Work With Me* Publication webinar-September 17 at 2pm EST. Register at [www.humanics.org/workwithme](http://www.humanics.org/workwithme).
- Jill Watts from ASU shared the Next Generation Nonprofit Leader Academy that is currently being started as a nine-month long program. The program is already having a great deal of success and interest in it.
- The Center on Philanthropy is holding their annual symposium this year on Women in Philanthropy November 13-14. Please register early, as it fills quickly. 317.278.9184. [www.philanthropy.iupui.edu](http://www.philanthropy.iupui.edu).
- Lisa Morton mentioned the National Nonprofit Human Resources Conference held in Washington, DC September 28-29.
- Phyllis Wallace shared that American Humanics is going to be in DC just prior to the previous event, exhibiting at the Congressional Black Caucus. Also, the annual American Humanics Management Institute will be held January 4-7 in Indianapolis, IN.
- Cary from Idealist.org mentioned Idealist's Resource Center for HR Professionals available at [www.idealists.org/nonprofithrp](http://www.idealists.org/nonprofithrp). Further, Idealist is launching their graduate student career fairs September 10 in New York. As part of these, Idealist has released two Nonprofit Career Guides. One is geared for career-switchers and the other for first-time entries
- Craigslist Foundation is holding their Nonprofit Boot Camp in New York on August 16 and in San Francisco on October 18. Also, they are beginning to find the initial funding for the Nonprofit Leader Forum.
- UConn is launching their first program for nonprofit leaders. The information will be on their website within a week.
- Nonprofit Career Guide (Stephen Bauer)
  - Recent publication from American Humanics, published by the Fieldstone Alliance, and written by Shelly Cryer, this very useful book details numerous nonprofit professionals and their journey into their current positions.
  - More information and ordering are available at <http://nonprofitcareerguide.org/>.

## *Closing Comments*

- Next full Coalition Meeting – Sunday, November 9, 2008 – 8:30am-11am, National Member Meeting, Philadelphia, PA
- Attendees are required to preregister for the event. To register, please visit [www.humanics.org/coalitionmeeting08](http://www.humanics.org/coalitionmeeting08).

**If we missed something or communicated anything inaccurately, please contact Stephen Bauer, [sbauer@humanics.org](mailto:sbauer@humanics.org), and we will gladly circulate an addendum to the group.**