

Center for Nonprofit Leadership Newsletter

October, 2014

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Upcoming Events

2014 Nonprofit Excellence Awards

Three of New York City's best-managed nonprofits will share their secrets of great management at the upcoming 2014 New York Community Trust Nonprofit Excellence Awards Best Practices Workshop, Awards Presentation & Reception.

Date: November 20

Time: 2:00-5:30pm

399 Park Avenue
New York, NY



LeadTime

Practical Resources for Today's
Nonprofit Leader ...

Nonprofit leaders have to be strategic, innovative and flexible to fulfill their organization's mission. This is no less true in the area of Human Resources (HR). This month LeadTime highlight a range of strategic human resource practices-from hiring and compensation to management-that can improve your organization's HR performance and its ability to achieve impact.

Why Isn't HR Measuring Impact?



According to a recent survey by *Nonprofit HR*, only one in five nonprofits report having formal measures of HR effectiveness in place and only one-third say their organization has a documented HR strategy. The experts at *Nonprofit HR*

recommend that Human Resource practitioners must make a business case for what they do and how their efforts support the organization's mission and strategy.

To read more, [click here](#)

Building on Outcome-Oriented Annual Incentives

Speaking during the recent conference, Eddie Adkins, a partner in *Grant Thornton*, said that the new normal for salary increases, at both management and non-management levels, is 3 percent. What is also becoming normal is variable compensation; hereby employees are rewarded, sometimes throughout the year and sometimes at the end, for performance above certain expectations.

To read about other best practices in outcome-oriented annual incentives, [click here](#)

The Nonprofit Board's Role in HR

To register, [click here](#)

Philanthropy Day on Long Island

Join the AFP Long Island Chapter in celebrating 27 years of Philanthropy Day on Long Island! Over 500 fundraising professionals and philanthropists are expected to attend.

Date: November 14

Time: 8:00am-5:00pm

Place: Melville, NY 11747

To register, [click here](#)

3 Key Ingredients for a Successful Online Campaign

In this webinar, presenters will share how an organization with a small team managed to successfully engage their online community of well over 60,000 global community leaders through their online campaign.

Date: November 5

Time: 1:00-2:00pm

To register, [click here](#)

In a 2009 article, Jan Masaoka offered guidelines for the board's role in human resource administration. The article is still relevant today because it offers answers to questions such as: Should the board approve all salaries, or just the executive director's? If a staff member has a grievance, should it come to the board? How can the board be helpful in hiring staff, but not usurp the hiring role of the executive staff?

To read this article, [click here](#)

Building a Field-Specific Leadership Pipeline



In a recent *Bridgespan Group* survey, only one-third of nonprofit leaders believe their organizations are effective at developing a strong pipeline of future leaders. Yet, over the last 20 years, only about 1 percent of US foundation funding has gone to talent development. The *Bridgespan Group* recommends that

funders cultivate leadership pipelines by investing across organizations to address systemic barriers that starve nonprofits of the leadership they need.

To read more, [click here](#)

Building a Pipeline of Leader of Color



On September 26, 2014, *The Center for Nonprofit Leadership at Adelphi University* launched Leading in Community (LIC). LIC is a leadership development program with a goal to broaden and strengthen the leadership pipeline for people of color and prepare them for nonprofit and community leadership on Long Island. LIC was funded by the generous support of the *Hagedorn Foundation* and the *Long Island Community Foundation* along with support from the *United Way of Long Island*.

To learn more about LIC, [click here](#)



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Center Updates

2014 BoardSource Leadership Forum

Center Director, Ann Marie Thigpen and Faculty Director, Dr. Peter Chernack, attended the BoardSource Leadership Forum (BLF) in October. BLF is an annual convening where more than 700 board members, chief executives, staff, and nonprofit professionals discuss the newest thinking and best practices in nonprofit governance.

Dissertation Award Nomination

Center Assistant Director, Dr. A. Brian Leander, was nominated for Eastern University's Board of Fellows Award for Dissertation Excellence in Organizational Leadership. Dr. Leander's dissertation is a mixed methods study of leader cultural intelligence and leadership practices in diversity-oriented churches.

Executive Searches

The Center successfully completed two executive searches in October: one for Options for Community Living, Inc. and one for the Long Island Council on Alcoholism & Drug Dependence (LICADD).

To see our newest job postings, [click here](#)

Get on Board



Is your Long Island nonprofit organization looking for candidates to serve on the boards? Check out the Center's free board recruitment and matching service, **Get on Board**. The service connects nonprofit boards with individuals seeking an opportunity to serve.

To learn more about **Get On Board** and submit an organizational application, [click here](#)