



FORMERLY NSFRE

FEBRUARY 2006

PALM BEACH COUNTY CHAPTER

## MEMBER SPOTLIGHT



**T**oday, due in part to some of the contacts and knowledge gained through AFP, **Sonya Davis** is the newly appointed Executive Director of the Lighthouse Center for the

Arts in Tequesta, a position she says is the culmination of a dream to sit at the helm of an arts organization. During the switch from heading a for-profit temporary staffing agency in Minnesota to raising money for non-profits here in South Florida, joining the local chapter was one of the first things she did. "I did a post-graduate grants-writing internship at the Maltz Jupiter Theatre and my mentor there urged me to join AFP. She told me how valuable the contacts and the information available through the organization would be," Davis said. She has been a member of the AFP Palm Beach County Chapter for nearly four years.

After graduating from high school in the Midwest (during which she was heavily engaged in visual arts), she earned a Bachelor's degree at the University of Minnesota. During a short foray into the business world in Minneapolis, a vacation to Florida turned into a 30 year affair with the balmy weather of the tropics. That trip in January 1976 prompted her moved to Miami where the lure of palm trees, sandy beaches and turquoise waters rather than the gray Minneapolis skies and 20 below zero winds presented an easy choice.

Moving to Miami was the beginning of a side-bar adventure outside the working world which would last approximately 12 years. In Miami, she met her first husband, a semi-retired physician and "sailing addict". Together, they lived aboard a 40' sailboat at Dinner Key Marina and sailed for the next dozen years up and down the eastern seaboard as far as Maine and back, down through the Keys and Caribbean

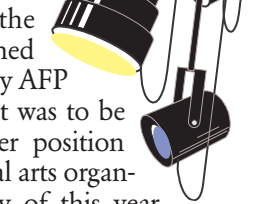
islands, often criss-crossing the Bahamas. Later, in a sailboat they bought in France, they spent several years exploring the Mediterranean basin.

Along the way, she and her husband bought a home in Stuart, Florida and adjusted to the birth of their son, Noah, a bright and energetic toddler whose non-stop locomotion aboard the boat kept Davis continually on alert for his safety. With his growing activity and eventual need for school, her small family returned to Stuart to settle in, with weekends, rather than weeks and months, devoted to sailing.

Life sometimes holds dramatic changes, and by 1987 Davis found herself returning to Minnesota to run a family business. She would spend nearly a decade in the "Icebox of the Nation" in International Falls (a body-shocking adjustment!), with only vacations bringing her back to the tropical landscape and weather she loved. But in 1994, the chance to buy another home in Stuart presented itself and a firm "barefoot hold" on returning to the warmth was again in place. With her son and her new husband, Davis spent winter vacations in Stuart until both her business and her husband's sold in 1999-2000.

During the years in Minnesota, Davis returned to school to earn a Master's degree, concentrating in art history and visual arts, her true intellectual mecca. She knew that at some point she would transition to a career that was arts-related. After the sale of the family businesses, the Davis's rented their home on the Canadian border and moved full-time to Stuart where she would begin the search for her first job in arts and culture.

Post-graduate course work at FAU in Boca Raton led to an opportunity to join the staff at the Norton Museum of Art as a grants-writer. From there, in early 2003 she was hired by the Palm Beach County Cultural Council as Director of Membership where she was later made Vice President of Services and Education. After



three years at the Council, Davis learned from one of her early AFP contacts about what was to be the long-sought-after position as the head of a local arts organization. In January of this year, she began as Executive Director at the Lighthouse Center for the Arts, a community arts center dedicated to both the visual and performing arts. Davis remarked on her new position, "I always knew that someday I'd return to 'my roots' in the art world. To run a growing arts organization, to lead the fund-raising for those efforts I'm so passionate about, makes me feel like I am really 'home' at last." ■

## SPECIAL THANKS TO OUR JANUARY 2006 PROGRAM SPONSOR

The Palm Beach Post

[PalmBeachPost.com](http://PalmBeachPost.com)

The Luncheon/Meeting Sponsor spokesperson was Gale Howden, Vice President of Community Relations and Marketing for *The Palm Beach Post*.

A leader in the community, Gale is founding president of the Palm Beach County Literacy Coalition and past president of the Education Foundation; Leadership Palm Beach County; and The Center for Information & Crisis Services, Inc. She was the 1997-98 campaign chairman for United Way of Palm Beach County and was chairman of the board of directors from 2000-2002.

She was a 1993 winner of the Jefferson Award for Community Service.

Gale feels very fortunate to have a career at *The Palm Beach Post* where she is able to contribute to the success of the newspaper and also support organizations in the community that are helping those in need.

"Working for a newspaper that is so committed to the community is very gratifying and very often fun," she says. ■



## Palm Beach County Chapter Board of Directors

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<b>NPD CHAIR</b> <b>Leah Miles</b> Ballet Florida	561-659-1212 Ext. 26 leahmiles@balletflorida.com
<b>CERTIFICATION/EDUCATION CHAIR</b> <b>Cora Brown</b> Children's Home Society of Florida, So. Coastal Div.	561-659-1212 Ext. 26 cora.brown@chsfl.org

## SPECIAL THANKS TO OUR JANUARY 2006 PROGRAM SPEAKER PAUL NUNNALLY, PRESIDENT OF SAVANT VENTURES, LLC

January's speaker was Paul Nunnally, an MBA graduate of the Duke University Fuqua School of Business. Mr. Nunnally owns Savant Ventures, a management consulting firm, serves as the Founding Chairman of the Black Chamber of Commerce of Palm Beach County and has been a Professor of Nonprofit Management at Barry University. He presented some interesting ideas concerning earned income strategies that could be used to generate revenue and make a profit while simultaneously addressing social problems. He cited examples of social enterprises that had been tried and worked, and others that did not work as well.

There is no "one size fits all" venture. In essence, what works for one organization may not necessarily work for another.

While there are a number of potential rewards (e.g., mission advancement, profits), organizations must be aware of the potential risks (e.g., financial loss, damaged image, public or political opposition) of operating a social enterprise.

Successful social enterprises are attainable, but Mr. Nunnally advised that we use careful planning before entering into a venture. In fact, there are a number of things we need to take into consideration before "signing on the dotted line". In the nonprofit sector we are held accountable by our stakeholders. Before committing to a venture, Mr. Nunnally recommended that we:

- Do our research and become well-informed.
- Make sure the proposed venture aligns with our mission.
- Define the motivations to invest in the venture and be aware of the risks.
- Ask our board and staff if they would be supportive of the venture. (Make sure they fully understand what's at stake and the commitment required.)
- Determine if we have the human and financial resources required to successfully launch and maintain the social enterprise.

If a social enterprise is definitely something our board and staff wish to pursue, Mr. Nunnally suggests that we must have an ambitious, innovative project leader and take a step-by-step business approach to carrying out our earned income strategies in order to succeed. Up front it may require performing such things as a venture audit and a feasibility analysis. He also pointed out that it is important to know the tax consequences for our organizations.

Can we do this? Of course we can. The Girl Scouts did. In fact, they've been generating earned income from cookie sales for 80 years!

Mr. Nunnally only had time to offer us a condensed course in social entrepreneurship at the luncheon meeting. Be sure to contact him to learn more. He is an expert in his field and offers consulting, training and coaching services. He can be reached by email at [pnunnally@savantventures.net](mailto:pnunnally@savantventures.net), via telephone at 561-616-8001 or visit the website at [www.savantventures.net](http://www.savantventures.net).



## President's Message

**A**re you getting the most out of your membership in Association of Fundraising Professionals? If not, the board and I would certainly love to hear from you and address your needs. As I mentioned in last month's newsletter, we are fortunate to have such an incredible talent of individuals who are committed to the profession and want to give back. In order to meet your expectations we need to hear from you!

One of benefits that each member receives is the bimonthly copy of *Advancing Philanthropy*. In this month's edition, AFP's Chairman, Alphonse Brown, ACFRE, addressed the future governance of the association. AFP is developing a governance structure in hopes of providing individual members greater opportunities for leadership and growth. At the Delegate Assembly in October, Steve Batson, Ed.D, CFRE, introduced several draft proposals. Delegates at the assembly discussed the draft proposals and shared their views of the proposal. I encourage all members to review the proposals by visiting AFP'S website, [www.afpnet.org](http://www.afpnet.org) <<http://www.afpnet.org/>> and share your thoughts with the task force at [govtaskforce@afpnet.org](mailto:govtaskforce@afpnet.org). The final proposal will be presented at next year's Delegate Assembly.

I am pleased to announce that our chapter can also look forward to the return of Alphonse Brown, ACFRE. Mr. Brown has accepted an invitation for a return visit to our chapter for a presentation on diversity at our April's monthly luncheon. This might be a perfect opportunity to address the future governance structure of AFP!

I would like to encourage all members to take advantage of this year's 43rd International Conference which is being held at The Atlanta World Congress Center in Atlanta, Georgia. This year's conference is promised to be better than ever with an array of outstanding programs and speakers, including Jane Fonda and General Colin Powell.

I also want to remind members that they can join the AFP Foundation for Philanthropy's Alpha Society by making a monthly gift online. You can now make a monthly donation that will be transferred from your checking account or credit card each month. The AFP Foundation is a separate, nonprofit corporation that strives "to enhance philanthropy and volunteerism through programs of education, research and service that will benefit all those who lead, serve and support nonprofit institutions."

Thank you for your support.

*Stanton Coleman*

## Terrie On Nonprofits®

Serving a Dual Master can be Dangerous

**Q:** *I need a definitive answer! Can a staff member serve on the board of the organization for which s/he works?*

**A:** The only "definitive" answer is that it depends on your bylaws or your own written policies. State and Federal law are mute on the subject, so if it is not prohibited in your documents, you could assume that it is okay. That being said, it is not a good idea to have an employee sitting on the board.

Yes, you will have someone who – presumably – is dedicated and really knows the organization, its mission, stakeholders and place in the community. However, I believe that benefit is wiped out by the negatives that such a situation engenders.

First is the issue of role confusion. The executive director supervises all staff, but the board supervises the executive director. A staff member on the board means that in one situation s/he is the subordinate and in another s/he is the boss. What happens if the executive director as supervisor does something that the staff member either individually or as a part of the larger staff doesn't like? Is that going to impact how the staff member as board member/boss handles the grievance, writes/implements policy, makes recommendations/decisions or evaluates the executive director? What about other staff? Will they feel encouraged to do an end-run around the executive director and work through their colleague and their colleague's colleagues on the board? And if any of these scenarios are possible could that conceivably impact the decisions that the executive director makes in the first place, perhaps to the detriment of the organization?

Perhaps a greater issue, however, is the ability of the staff member as board member to fulfill his/her duties of loyalty and care. Duty of loyalty requires that board members put the organization's needs ahead of their own. They not only have to avoid conflicts of interest, to truly protect the organization they should avoid the appearance of any conflicts of interest. Because boards often write policies or make decisions that impact staff, having a staff member serve as board member would require that person to recuse him/herself from discussions and votes that could potentially impact his/her position. This individual might end up spending more time out in the hall than in the boardroom, depriving the total board of an important perspective and affecting everyone's ability to meet the duty of care, which requires all board members to make the best informed decisions possible for the organization.

Related to the above, if your staff member serving as board member does happen to participate in decisions with the potential for personally benefiting him or her, it could cost the entire board financially. Let's say the individual votes on the budget and that budget includes salary increases for staff. If the percentage of increase was ever challenged as being too high that individual could bring excess benefit taxes on the entire board up to 200% per person of the amount determined to be "excess."

Personally, I would suggest going outside the staff to find board members. While recruiting from within may be legal, it isn't prudent.

Terrie Temkin, Ph.D. is an internationally recognized governance and planning expert. She is president of NonProfit Management Solutions, Inc., a principal in CoreStrategies for Nonprofits, Inc., and a longtime member of AFP.

Contact her at [terriet@nonprofitmanagementsolutions.com](mailto:terriet@nonprofitmanagementsolutions.com)  
954-985-9489 or 866-985-9489.

# Visit the AFP website at [www.afppbc.org](http://www.afppbc.org) for current AFP Job Bank Listings

NOTE TO EMPLOYERS AND JOB SEEKERS: This column will continue to be published as a free service to our AFP members and member agencies. There is a nominal charge of \$25 per listing to non-AFP members and member agencies. Please contact Job Bank Chair and Board Member, Martie Henry at 561-886-3720 or e-mail her at [MartieHenry@4FloridaHomes.com](mailto:MartieHenry@4FloridaHomes.com). Text may be edited due to space constraints. Jobs are listed in the newsletter and on the web site.

## PEOPLE FOR THE AMERICAN WAY – FLORIDA OFFICE

### *Development Director*

People For the American Way is an organization with 750,000 members and activists devoted to promoting civil and equal rights, civil liberties, public education, an independent judiciary, and civic participation. The Florida office is a key partner in developing organizational activities and resources throughout the state. The Development Director reports to the Florida Director and works in concert with other Florida staff, as well as with staff in Washington, D.C., to develop and implement donor outreach activities consistent with national development strategies and initiatives. The Development Director also performs work for People For the American Way Foundation. This position is based in Miami and requires occasional travel.

### Responsibilities

- Working with the Florida Director and the national development staff, establish and meet annual fundraising goals.
- Manage fundraising activities that provide both core organizational support and funding for regional projects.
- Manage portfolio of People For the American Way/Foundation major donors located in Florida.
- Develop strategic plan for cultivating and upgrading major donors from current donor base.
- Identify prospects for cultivation as new donors.
- Develop strategy, organize, and coordinate fundraising events throughout the year, including one major gala.
- Coordinate outreach to donors and prospects.
- Identify, cultivate, and solicit local foundations that would be interested in and able to financially support the work of People For the American Way and People For the American Way Foundation.
- Prepare fundraising reports and maintain development files.

### Qualifications

- Minimum of 5 years experience in development, including cultivation, solicitation, major donor giving, event organizing, and foundation fundraising.
- Excellent written and oral communications skill.
- Demonstrated ability to organize and manage volunteers and to work effectively with a volunteer board.
- Demonstrated ability to organize and manage information and systems efficiently.
- Strong interpersonal skills and professional demeanor.
- Ability to work both independently and with direction.
- Self-starter who can see a project through from conception to implementation and follow-up.
- Strong working knowledge of computers, online fundraising, and fundraising technologies.
- Familiarity with Florida regional donor, philanthropic and non-profit communities.
- Ability and willingness to travel occasionally.
- Interest in and commitment to PFAW/F issues; public interest orientation.

This position offers a competitive salary and excellent benefits, including paid medical/dental plans, as well as generous retirement, holiday and leave benefits. To apply send resume, statement of interest, writing sample and salary requirements to Colleen O'Day, Director of Human Resources, People For the American Way, 2000 M Street, NW, Suite 400, Washington, DC 20036. Email to [hr@pfaw.org](mailto:hr@pfaw.org)

People For the American Way is an equal opportunity employer.

## THE HAVEN, INC. - BOCA RATON, FL

### *Director of Development*

We seek a director of development who is ready to grow a development program poised for greatness! You are a high-energy professional with a proven track record who will move our expanding development program forward. You will supervise a development coordinator and report to the executive director. You enjoy working collaboratively with the ED and the board of directors, who will partner with you but also expect you to lead and manage the major gifts effort in particular. Only those with excellent leadership and interpersonal skills as well as an interest in a long-term position need apply.

### Requirements

You have at least five years experience in creating and implementing annual and major gifts campaigns, planned giving, on-line fund raising, communications/public relations and special events. You understand the need for a balanced fund development program that includes individual, corporate and foundation giving. You have successfully worked closely with nonprofit boards and perhaps have served on one yourself. Baccalaureate or advanced degree, and experience with E-Tapestry, preferred.

### The Haven

*Founded in 1976, The Haven currently provides a safe alternative home for 48 abused and neglected boys and young men. As we begin our 30th year of service, we celebrate the more than 1,000 young lives we have touched and changed.*

*The Haven is accredited through the rigorous program of the Council on Accreditation, and is a key part of Florida's child protection network.*

Send cover letter, resume and salary requirements by March 1, 2006 to [gmeltzer@fundraisingadvantage.com](mailto:gmeltzer@fundraisingadvantage.com) or mail to Gail Meltzer, CFRE, Fund Raising Advantage, Inc., P. O. Box 81-3387, Hollywood, FL 33081-3387. No phone calls please. [gmeltzer@fundraisingadvantage.com](mailto:gmeltzer@fundraisingadvantage.com)

**JOB BANK**, continued on page 5

## JOB BANK, *continued from page 4*

### FRIENDS OF MACARTHUR BEACH STATE PARK

#### *Community Relations Manager*

The Friends of MacArthur Beach State Park have created a newly, paid staff position of Community Relations Manager who will become a key member of the Campaign Management Team supporting volunteer efforts.

This position oversees activities related to Park promotion, volunteer recruitment, recognition, solicitation, membership and special initiatives. Experience in event planning, volunteer recruitment, marketing, data base management and fundraising is preferred.

Interested parties are asked to e-mail their resume, references and salary requirements to [wmech@fau.edu](mailto:wmech@fau.edu)

For more information about the only State Park in Palm Beach County, visit [www.macarthurbeach.org](http://www.macarthurbeach.org)

[wmech@fau.edu](mailto:wmech@fau.edu)

### PERFORMING ARTS SECTOR

#### *Fund Development Professional*

Organization in the Performing Arts Sector is seeking a Fund Development Professional with 3-5 years experience who will be able to engage and work with high net donors.

Contact this organization's recruiter for more information or to apply.

Toby Chabon-Berger, M.Ed

Facilitator, Personal and Organizational Change  
Career and Professional Development Resources  
Boynton Beach, Florida 33436

Phone: 561-734-0775, Fax: 413-669-3808  
[tbcareer@bellsouth.net](mailto:tbcareer@bellsouth.net)

### YMCA OF SOUTH PALM BEACH COUNTY

#### *Major Gifts Director*

The YMCA of South Palm Beach County is seeking a Major Gifts Director to manage and facilitate a plan for identifying, cultivating and soliciting major gift prospects, who will generate resources needed to fulfill the YMCA's commitment to meeting the needs of the community through facility expansion, program development and long-term viability. The Major Gifts Director will work with the Vice President of Philanthropy and branch Board philanthropy committees to spearhead fundraising activities.

A four-year college degree and 3-5 of related experience is required. Inquires should be directed to Vicki Pugh at (561) 237-0929 or [vpugh@ymcaspb.org](mailto:vpugh@ymcaspb.org)

[vpugh@ymcaspb.org](mailto:vpugh@ymcaspb.org)

## NORTH COUNTY SOCIAL

Wednesday, March 1 5:30 p.m. - 7:30 p.m.

Bonefish Grill in Palm Beach Gardens

\$18 members / \$18 guests

RSVP - Donna Ghioto [dghioto@adelphia.net](mailto:dghioto@adelphia.net)

## HOSPICE OF PALM BEACH COUNTY

### *Special Events Coordinator*

Position is responsible for the development, implementation, coordination and evaluation of fund-raising and community outreach special events and programs to support the mission and goals of the organization. Bachelor's degree in public relations, marketing, business administration or a related field, or associates degree with three years experience in community relations or related field. At least three years event planning/fund-raising and public speaking experience, preferably in the health care field. Ability to work with and relate to internal/external customers. Excellent oral and written communication skills. Computer literate in MSWord & Excel. Interested candidates should apply online at [www.hpbc.com](http://www.hpbc.com).

## 2006 AFP MONTHLY MEETINGS

February 16, 2006

March 16, 2006

April 20, 2006

May 18, 2006

June 15, 2006

July 20, 2006

August 17, 2006 (Social-TBD)

September 21, 2006

October 19, 2006

November (National Philanthropy Day-TBD)

December 21, 2006

All monthly lunch meetings will take place the third Thursday of each month with the exception of August and November.

## MONTHLY MEETING NOTICE

### February 16, 2006

**Speaker:** Tim Gannon, CEO, Outback Steakhouse

**Subject:** Corporate Giving from the corporation's perspective.

#### The Governor's Club

#### Noon Buffet Luncheon

11:30 a.m. Networking • 12:00 Program

*Fax or email your RSVP to:*

Heather Landstrom (561) 712-9221

[hslandstrom@opportunitypb.org](mailto:hslandstrom@opportunitypb.org) by February 10, 2006

### Member Registration

Name \_\_\_\_\_

Organization \_\_\_\_\_

Phone \_\_\_\_\_

### Guest Registration

Name \_\_\_\_\_

Organization \_\_\_\_\_

Phone \_\_\_\_\_

*Are you an AFP member?*

Yes  No

*If no, would you like membership information?*

Yes  No