



FORMERLY NSFRE

JANUARY 2006

PALM BEACH COUNTY CHAPTER

MEMBER SPOTLIGHT



BOB NICHOLS, is currently the *CEO/Executive Director* of Grassy Waters Preserve, a non-profit organization which supports the work of the City of West Palm Beach

which operates Grassy Waters Preserve, and also the city water catchment area.

Bob was voted best South Florida Broadcaster three years in a row by American Women in Radio and Television, is a 33-year veteran broadcaster, auctioneer, commercial talent, and respected motivational speaker. His entertaining, energetic presentations about his full recovery from two strokes at a young age, delight audiences nation-wide. He is also a commercial spokesman, licensed professional auctioneer, versatile broadcast talent, and former golf professional. Before he turned to television full time he worked as an assistant golf professional at the Breakers West, and Seminole golf clubs.

Bob's career began at WEAT TV-AM-FM (now WPEC) in 1970. He was the youngest on-air TV weatherman in the country at age 17. Bob later moved to WPTV Channel 5 as news co-anchor, alongside local news icon Bill Gordon. In 1980 he was named News Director and anchorman for WTVX TV-34. Two years later he returned to TV 12. Bob was named "Newsman of the Year" by the Jewish War Veterans, "Communicator of the Year" by American Cancer Society, and "Broadcaster of the Year" by the Florida Sheriff's Association. In 1994, 95, and 97, he was named Anchorman of the year by the Palm Beach Chapter of American Women in Radio and Television.

Bob serves on the board of directors for 15 local, state, and national charities, including the American Heart Association. He also serves on the Board of Directors of the South Florida Fair, The PBC Film and

Television Commission and the American Heart Association's State Public Advocacy Board. He has hosted hundreds of fundraising events, gaining a reputation as a remarkable fund raiser. He has served five years as Chairman of the Palm Beach Opera Golf Classic, honoring great Americans like General Alexander Haig, singer Vic Damone and many others. He has also chaired or helped organize more than 300 golf tournaments in Florida. He was an emcee of the Jerry Lewis Labor Day Telethon in South Florida for 23 years, and served as President of the local MDA chapter.

In May Of 2003, Bob was selected as the lead talent for a daily one hour "live" morning show, "Good Morning Florida", and a weekly political program, "Inside Florida Politics with Bob Nichols".

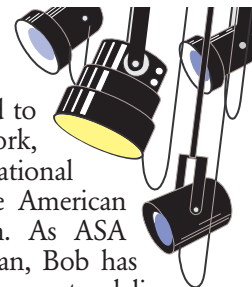
His company, MediaMasters, is a state licensed auction company specializing in auctions for non-profit groups. During his three decades in broadcasting, he's been an investigative reporter, law enforcement reporter, political reporter and editor, business reporter, a weatherman, news anchor, news director, assignment editor, and an award winning host and producer of children's programs. After ending his 30-years as a daily news anchorman, he gained national celebrity during the 2000 Presidential Election, when then PBC Supervisor of Elections Theresa LePore, appointed him Press Secretary during the historic election recounts in Florida. Bob is the guy who told the world about CHADS, and appeared on all major networks answering questions about the most controversial presidential election in history. He is credited with coining the phrase "Pregnant Chads".

Motivation is Bob's middle name. He knows what it takes to fight back. In 1984 he suffered a devastating stroke, which paralyzed his left side and left his speech and memory affected, he was only 30. After four months in the hospital, months of therapy, and determination, Bob fully

recovered, returned to his television work, and today is the national spokesman for the American Stroke Association. As ASA National Spokesman, Bob has traveled around the country delivering his "message of motivation" to tell people about the importance of knowing the "warning signs of stroke". Bob is in demand as an emcee and celebrity auctioneer, hosting scores of galas, balls, luncheons, and charity auctions every year. As a charity auctioneer, Bob has raised over \$13.5-million for non-profit organizations. His auctions are fun and entertaining for the people who attend, especially when they hear his mastery of the auctioneer's fast-chant, a technique he taught himself as speech therapy after the stroke. In 2004 Bob received his Colonel status as a Professional Auctioneer, when he earned his state auctioneer's license after graduation from the Florida Auctioneers Academy.

He is the father of two grown daughters, an 11-year old son, and has two grandchildren six and eight. Bob's daughter Natalie, the third generation Nichols in local broadcasting, appears daily on WPBF TV-25's Morning Report, and is heard on three South Florida radio stations daily. Bob and his wife Annette and 11-year old "Little Bobby", live in Palm Beach Gardens where they stay busy in Little League Baseball and junior golf. Bob Nichols, 51, is a 5th generation "Florida Native", born in Fort Pierce, attended Miami University, that's Miami of Ohio, the "Cradle of Coaches", where he majored in speech and theater.

Should you ever bump into Bob on the golf course, it wouldn't be surprising, a former golf pro, golf is his passion, he's a six handicap! And if you bump into him at an AFP luncheon make sure to introduce yourself and make him feel welcome! If you miss him, he can be reached at www.BobNicholsMM.com.





**Palm Beach County Chapter
Board of Directors**

| | |
|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
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| IMMEDIATE PAST PRESIDENT Suzanne Cabrera, CFRE The Lord's Place, Inc. | 561-494-0125 ext. 137 scabrera@thelordsplace.org |
| SOUTH COUNTY LIAISON Michael Lichtenstein Atlantic Capital Management of Florida, Inc. | 561-686-6844 mnl_acm@hotmail.com |
| DIVERSITY CHAIR Pat Montesino, CFRE School of the Arts Foundation | 561-805-6298 montesino@palmbeach.k12.fl.us |
| NPD CHAIR Leah Miles Ballet Florida | 561-659-1212 Ext. 26 leahmiles@balletflorida.com |
| CERTIFICATION/EDUCATION CHAIR Cora Brown Children's Home Society of Florida, So. Coastal Div. | 561-659-1212 Ext. 26 cora.brown@chsfl.org |

SPECIAL THANKS TO OUR DECEMBER 2005 PROGRAM SPEAKER DR. RON NYHAN OF FLORIDA ATLANTIC UNIVERSITY ON "ETHICAL CRISIS IN THE NONPROFIT SECTOR"

At a Glance, the goal of FAU's Nonprofit Management program is to enhance the effectiveness of nonprofit leaders and managers and the organizations they serve through education, research and community service.

The program is designed to serve individuals in a wide range of nonprofit organizations including the human services, performing arts, education, community activism and economic development.

The program addresses:

- Management of volunteers and professionals
- Resource development and fundraising
- Governance by volunteer boards of trustees and directors
- Management of multiple sources and types of funding
- Unique legal and regulatory issues
- Entrepreneurial character of nonprofit leadership

For more information on his talk or on the Master of Nonprofit Management and Executive Certificate in Nonprofit Management please contact:

Ronald C. Nyhan, Ph.D.

Coordinator of Master's Degree Programs

School of Public Administration

(954) 762-5650

rcnyhan@fau.edu

SPECIAL THANKS TO OUR DECEMBER 2005 PROGRAM SPONSOR BANKATLANTIC



In 1952, the BankAtlantic story began with the opening of a single office in downtown Fort Lauderdale. Over the years, BankAtlantic's commitment to South Florida has fueled its tremendous growth. Today, BankAtlantic has 77 branches and is one of the largest financial institutions headquartered in Florida.

BankAtlantic is open 7 days a week with extended and holiday hours. Several branches are even open 'til midnight. Customers can also access account information 24 hours a day, 7 days a week with Totally Free Online Banking & Bill Pay at BankAtlantic.com, Cash Management Services, 24/7 Customer Service Center, automated Telephone Banking and an extensive ATM network. It's just what you'd expect from Florida's Most Convenient Bank.

Support of the community is realized in many ways, and BankAtlantic's involvement in Florida is continuous. The list of charitable endeavors that BankAtlantic supports directly and through the BankAtlantic Foundation is lengthy and dynamic.

Corinne Murphy (VP and Martine Cange, VP represented BankAtlantic)



President's Message

I would be remiss if I did not start my two year term by thanking everyone for allowing me to serve as our local chapter's President. I look forward to continuing the outstanding work of our chapter in promoting philanthropy and education in our community.

This current AFP Newsletter highlights and reflects the many successes that were accomplished during the past year. I would like to personally thank and salute Suzanne Cabrera and last year's board for their incredible dedication and the endless hours that they gave of themselves for taking our chapter to new heights. Thanks to Suzanne's incredible leadership, we continue to "shine" as a role model for all AFP Chapters in the country.

I recently received some great advice from a longtime friend and colleague. "To be successful, make sure you surround yourself with good people." I took his advice and did so! This year I was very fortunate to have an incredible amount of members that stepped forward to serve on the board. For the first time in history of our chapter, we have more members interested in serving on the board than positions available. Even though all of the positions are filled, I encourage all AFP members to get involved and serve on a committee that might be of interest to you.

Please "pencil in" your calendar, the third Thursday of each month to attend our chapter's monthly meetings. Cost for this year's luncheon will be \$24. For your convenience, we are now accepting all major credit cards, including American Express, Visa and Master Charge. We are also providing members an opportunity to pay in advance for the entire year at a discounted rate of \$230. This includes all monthly luncheons with the exception of our Social in August and National Philanthropy Day. Luncheons will continue to start at 12:00 promptly but please don't miss out on our networking opportunity at 11:30. Jan Rodusky, Vice President of Programs, has already lined up several exceptional speakers for the coming year.

Again, thank you for allowing me to serve as this year's president. I promise to serve our chapter to the best of my ability. Please feel free to email me with any questions that that you may have at scollemer@phfabc.org. I also welcome all ideas and comments.

May your year be filled with much peace, joy and good health!

Stanton Colemer



Terrie On Nonprofits®

Defining Your Quorum

Q: We are redoing our bylaws and are stuck on the percentage we should use for defining our quorum. Is this regulated anywhere? If not, is there a "best practice?"

A: The State of Florida does not regulate quorum size. The final report of the Panel on the Nonprofit Sector – the basis for legislation recently passed by the Senate Finance Committee – ignores the issue. And, I know of no percentage that can be identified as "best practice." However, I think there are some very real issues with which an organization should grapple in order to come up with an appropriate quorum, and these center around the question "Why?"

Any time you face a change in bylaws I suggest answering "Why is this issue important?" "Why does this section read as it currently does?" "Why are we considering a/this change?" When looking specifically at the issue of a quorum I think you must also ask, "Why do we need a quorum in the first place?"

In my mind, a quorum is set to guarantee that a sufficient number of people vote on your issues. The more people involved in the process the greater chance that questions will be asked, the status quo will be challenged, and a diversity of opinions will be raised. When these three things happen it becomes more likely that your final decisions will be the best they can be.

Having more people involved also prevents a small number of perhaps renegade directors – or directors with a vendetta – from being able to make decisions with which the majority would not agree. This can easily happen if your decisions require only a simple majority of votes and your quorum demands that only a minimum number of directors be present to vote.

The potential negative impact of low quorums is magnified with the trend toward smaller boards. Consider a board of 10.* And, let's say that the board has a quorum of 50%, which is a common percentage. A vote could be taken with only five people in attendance (50%) and three people (the majority) could end up deciding key issues. Conceivably, the remaining seven board members could disagree with the outcome.

The justification for low quorums is that so few people come to board meetings, a higher quorum would prevent the board from accomplishing any work. I would suggest that if you are concerned about this, work should be done to increase attendance at board meetings. Directors have a moral obligation to participate and a legal duty to discharge their duties in good faith. At the very least this implies that they show up. You serve no one's interest – and especially not the organization's – if you bow to the lowest common denominator and give people "permission" not to attend meetings.

* While I wouldn't recommend it, most states mandate a minimum of only three board members, which is the same minimum recommended in the final report of the Panel on the Nonprofit Sector.

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 954-985-9489 or 866-985-9489.

2005 HIGHLIGHTS

Ground Hog Shadow Day

Michael Winn, Eastern Area Manager visits

South County events

International Conference

Youth & Mentoring

Hurricanes...

...& more Hurricanes!

Summer Social at Taboo finally!

NPD Sold Out!

Ethics subject of December meeting

Happy Holidays!

First South County "NEWCOMERS" Networking Luncheon

provided an opportunity for newcomers to get to know fellow fundraising professionals, particularly those from Boca, Delray and Boynton Beach and participate in a Palm Beach County AFP event without driving up to downtown West Palm Beach... and, of course enjoy the delicious Maggiano's fare! Special Thanks, to AFP board member Michael Lichtenstein, South County Liaison, for arranging the South County events.

Congratulations to all members who received their CFRE's in 2005

(Members interested in obtaining a CFRE can now go to the crfe.org website and download an application.)

MICHAEL M. WINN, EASTERN AREA MANAGER OF THE ASSOCIATION OF FUNDRAISING PROFESSIONALS GAVE AN EXCELLENT PRESENTATION ON MEMBER BENEFITS AT THE MARCH 2005 AFP MONTHLY LUNCHEON/MEETING.

AFPPBC PARTNERED WITH JUNIOR ACHIEVEMENT TO PARTICIPATE IN GROUND HOG SHADOW DAY



Business volunteers brought students into the workplace and provide a "day-in-the-life" experience on various careers.

Participating students Daniel Purmono, above shown with AFP member Michael Lichtenstein and Pablo Flores, left.

YOUTH & MENTORING PROGRAM



2005 Pathfinder Scholarship Recipients and Institutions they are attending

David Steeb graduated from Martin County HS /University of Miami - As the Youth Council Chair for Martin County's Red Cross, David coordinated the youth program made up of 200 teen volunteers. The first program of its kind which delivered 22 community service projects under his leadership.

Karen Higuera graduated from Palm Beach Central HS/ attending Florida Atlantic University - Volunteered numerous hours to translate for the Caridad Clinic, Red Cross, her high school and FEMA in the aftermath of Hurricanes Francis and Jeanne.

Mallory McKee graduated from Glades Day School /attending University of Florida - Cofounded the Christmas Coat Drive in which she collected coats and blankets in the Glades for those less fortunate. To date she has given away over 1,000 coats and blankets.

Tiffany Spall graduated from Cardinal Newman HS /attending University of Florida - Tiffany volunteered with the Pediatric Oncology Support Team (POST) to help them, raise over \$19,000 for kids with cancer.

Dr. Harry Orf
Scripps Research Institute Vice President of Scientific Operations and Professor of Chemistry, spoke at the September AFP Luncheon/Meeting and laid out the "Vision for Scripps Florida; How It Will Revolutionize Education, the Economy and the Public Health of Palm Beach County"

Alex Douglas-Bartalone
Spoke at the --- Luncheon/Meeting about the Agency Certification Initiative (ACI). Several funders are collaborating with the new entity which is dedicated to promoting quality and accountability in the nonprofit sector of Palm Beach County. ACI is committed to helping nonprofit agencies reach "certification" status through technical assistance, administrative support, guidance, and training. All non-profit organizations in Palm Beach County are encouraged to complete a self-assessment of their agency's compliance with certification standards in governance, finance, and human resources.

Congratulations Award Winners Outstanding Philanthropists



& Volunteers



Thank You Terry Kaly, NPD Chair



Visit the AFP website at 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. Text may be edited due to space constraints. Jobs are listed in the newsletter and on the web site.

AMERICAN RED CROSS - GREATER PALM BEACHES AREA CHAPTER

Branch Manager North County

This position is responsible for running our northern Palm Beach County Branch. The position will provide leadership in developing, implementing and managing all American Red Cross service delivery to northern Palm Beach County. Ideal candidate will possess degree and/or experience in not-for-profit management and knowledge of the local community.

Excellent benefits package. Please email cover letter and resume with salary history to boothel@redcross-pbc.org or fax (561) 650-9147.

EOE - DFWP

boothel@redcross-pbc.org

AMERICAN RED CROSS - GREATER PALM BEACHES AREA CHAPTER

Director Financial Development

This senior level position is responsible for developing and implementing a comprehensive financial development plan for the chapter. They will direct, lead and coordinate donor development staff and special event functions including: major gifts program, grant writing and planned giving. Excellent benefits package.

Please email cover letter and resume with salary history to boothel@redcross-pbc.org or fax (561) 650-9147.

EOE - DFWP

boothel@redcross-pbc.org

AMERICAN HEART ASSOCIATION

Executive Director

The American Heart Association is seeking an Executive Director for its Florida/Puerto Rico affiliate. This position entails management and administration of Palm Beach, Martin, St. Lucie and Indian River Counties, in the Towns, and the Puerto Rico Area, including supervision of exempt and non-exempt staff. Must have demonstrated management, leadership and supervisory experience, experience in signature special events from the ground up, and business to business sales. Travel required.

Salary range: \$90-100K, commensurate with experience.

Please submit resume and cover letter to:

Henry R. Maly, President

Maly Executive Search

3787-102 Palm Valley Road, # 344

Ponte Vedra Beach, FL 32082

Tel. 904-280-1966 or 904-280-4101

malyexecsearch@bellsouth.net

HUMANE SOCIETY OF THE TREASURE COAST, PALM CITY, FLORIDA

Director of Development

Position Summary: The Director of Development is responsible for the planning and implementation of all philanthropic efforts for the HSTC. The Director will lead the comprehensive development program and related activities, including major gifts, annual giving, planned giving, corporate gifts and direct mail. Additionally, the Director of Development will serve as chief strategist in the design and implementation of an endowment campaign to realize the goals of a multi-faceted endowment. The candidate will provide instrumental leadership in shaping the future of the organization's development program and its potential for growth.

Overall Responsibilities: The Director of Development: working closely with the Executive Director, program staff and the Board of Directors, assists with long-range planning to insure increasing levels of philanthropic support. Leads and develops highly successful and integrated strategies for the Organization's comprehensive fundraising programs, including endowment campaigns, major gifts, planned giving, prospect research, foundation and corporate giving, special events and annual giving. Participates in gift solicitations; formulates prospect strategies and directs identification, cultivation, solicitation, stewardship and donor acknowledgment. Supervises the development program, responsible for meeting goals and program objectives. Responsible for supervising Organization's communications as pertaining to Development (website, newsletter, brochures, etc) to guarantee unity of image and content to targeted audiences. Manages tracking and record keeping systems for donors, members and general constituency. Performs other related duties as assigned.

Qualifications: Excellent people skills a must. Excellent verbal, written and presentation skills. Knowledge of the development field in nonprofit organizations. Demonstrated leadership, integrity, and a confidence-inspiring attitude. Ability to interact with diverse individuals of high net worth and the giving public with tact, diplomacy and poise. Strong organizational skills, including a commitment to achieve both strategic and operational goals. Ability to manage the production of Organization publications and development communications. Must possess a working knowledge of planned giving programs. Proficiency in donor management systems & software including Windows, Microsoft Word, Excel, PowerPoint, Blackbaud-Raiser's Edge. Must have experience in the design and implementation of a comprehensive development plan, which includes cultivation and successful face-to-face solicitation of major gift donors and foundation grants. Experience with donor prospect research and utilization imperative.

To apply please send letter of interest, resume and references with contact information to: David Miller, Executive Director. Humane Society of the Treasure Coast, 4100 SW Leighton Farm Ave, Palm City, Florida 34990. Above information may also be faxed to 772-220-3610.

JOB BANK, continued on page 6

JOB BANK, *continued from page 5*

PHILHARMONIC CENTER FOR THE ARTS - NAPLES

Experienced Development Professional

The Philharmonic Center for the Arts in Naples is the premier performing arts hall in Southwest Florida, presenting more than 400 events each season, including world-class dance, theater, opera, popular and classical music and more. The Philharmonic Center complex also includes the Naples Museum of Art, the region's only full-scale art museum, and is home of a nationally recognized resident orchestra, the Naples Philharmonic Orchestra. The Philharmonic Center is unique in its philosophy of presenting world-class visual and performing arts on a single campus. The mission of the Philharmonic Center is to enlighten, educate and entertain people of all ages and backgrounds.

We are currently seeking an experienced development professional to write and edit funding proposals and other donor communications, work with development staff on identification, cultivation and solicitation of gifts and manage donor benefit programs. The successful candidate will have a bachelor's degree, a minimum of five years of increasing responsibility in fund development, outstanding written and verbal communication skills, and excellent working knowledge of MS Office. We offer an outstanding benefits and competitive salary package. We are a drug-free workplace and conduct background checks. For immediate consideration apply on-line at www.thephil.org/employment.html.

JOB BANK, *continued on page 7*

SOUTH COUNTY EVENT

February 6, 2006

“Raising Philanthropic Awareness - Private Foundations: The Family Foundation”

at Morikami Museum - Japanese Gardens
(with refreshments & complimentary tour of gardens)

2 p.m. - 3:30 p.m.

Panel of Distinguished Local Experts

3:30 p.m. - 4:30 p.m. - Tour of the Gardens

\$15 Members; \$18 Non-members

For more information contact Michael Lichtenstein at
561-686-6844 or mnl_acm@hotmail.com

Credit Card Payments Now Accepted

Annual AFP membership dues or monthly luncheons can now be paid with Visa, MasterCard, American Express or Discover cards. For member's convenience monthly luncheons can be made for in advance for the entire year (10 luncheons). Luncheons are not held in August and November). This is the preferred method of payment for some agencies or members who wish to pay annually instead of monthly. Cost is \$24 per lunch and is non-refundable.

2006 AFP MONTHLY MEETINGS

January 19, 2006

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.

AFP Luncheon Costs are \$24.00 effective January 2006

MONTHLY MEETING NOTICE

January 19, 2006

Speaker: Paul Nunnally, *President*, Savant Ventures, LLC

Subject: Social Entrepreneurship - “Building a Business to Advance your Mission”

Mr. Nunnally will present the pros and cons, opportunities and challenges of social entrepreneurship. He will touch on such topics as: Identifying opportunities for earned and venture income; launching and managing a social enterprise; fostering an entrepreneurial culture and enhancing the long-term financial viability of your organization.

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

hlandstrom@opportunitypbc.org by January 13, 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

Don't miss the Essays on DIVERSITY this month on the AFP website (www.afpnet.org). A brief synopsis of each essay is listed below. The full essays can be found in the Resource Center section. However, the entire essay of "Black Philanthropy in America" can be found on page 8 of this newsletter.

The views expressed herein are those of the authors. They do not necessarily represent the views of the Association of Fundraising Professionals, or the organizations with which the authors are affiliated.

PHILANTHROPY AS A TENET OF ISLAM

Islam is the second largest religion in the world, with 1.3 billion adherents in 184 countries, including three million people in the U.S. Author John Huebler offers basic information about the practices and teachings of Islam.

A GLIMPSE AT THE GAY AND LESBIAN DONOR

Donna Red Wing surveys the motives of giving among gay and lesbian donors, including an emerging trend toward funding issues that directly impact gay and lesbian people.

BLACK PHILANTHROPY IN AMERICA

Giving, in the American black culture began during the slavery years and remains a significant and meaningful part of black culture, notes author Spencer I. Scott.

TRADITIONS OF GIVING AND SHARING IN ASIAN CULTURES

Chinese, Filipino, Japanese, and Korean traditions of giving and sharing can be unique or have similarities to practices in other cultures. Janice Gow Pettey, CFRE, reviews.

LATINO PHILANTHROPY IN THE U.S.

Juan Calixto, CFRE, notes that the Latino population has reached 35.3 million people, with purchasing power estimated to reach \$450 billion. Fundraising among them is about basics: Know your audience, get them involved, and follow through with good stewardship.

FUNDRAISING IN THE JEWISH COMMUNITY

Fundraisers in/for the Jewish community operate by an entirely different set of rules, advises Henry D. Lewis. Here are a few of them.

NATIVE AMERICAN FUNDRAISING: DON'T FORGET YOUR BLANKET

Although Native Americans are people of infinite variety, there are some commonalities shared among Native communities that can be helpful in fundraising. Kay C. Peck, CFRE, explores.

NATIVE AMERICAN CULTURE AND FUNDRAISING

Prudence S. Precourt, Ph.D., CFRE, offers perspective on the general history and culture of Native Americans, and how these factors relate to current fundraising practices.

CHARACTERISTICS OF CUBAN-AMERICAN FUNDRAISING

Author Rolando Damian Rodriguez, CFRE believes that fundraising succeeds in any culture using the same basic human principles. He offers insights into the Cuban-American culture of South Florida.

JOB BANK, *continued from page 6*

THE PALM BEACH COUNTY CULTURAL COUNCIL

Director of Membership Services

The DIRECTOR OF MEMBERSHIP SERVICES reports directly to the CEO, is a part of the management team for the Council, and is responsible for: directing and managing all aspects of the Council's membership program (individual, corporate, cultural allies, and cultural organizations); securing and managing sponsorship revenue and relationships; managing an annual appeal; and designing and executing all members-related events.

Submit cover letter, resume and 3 references to:

Search for Director of Membership Services, Palm Beach County Cultural Council, 1555 Palm Beach Lakes Blvd, Ste 300, Palm Beach, FL 33401. Deadline: January 16, 2006.

Following is a description of the position qualifications, duties and responsibilities:

Qualifications

1. B.A. degree or higher
2. At least five years experience in development and some events management experience
3. Good computer skills, including database, word processing, spreadsheets
4. Knowledge of the Palm Beach County community
5. Demonstrable evidence of setting and reaching program and financial goals

Duties and Responsibilities

1. Responsible to CEO for all activities related to the membership program, annual appeal and sponsorships
2. Regarding the membership program:
 - Set annual and campaign goals in coordination with the CEO
 - Design membership campaigns and execute
 - Manage constituent database
 - Solicitations to all levels of membership
 - Work with Marketing Director to promote the membership program
3. Regarding events, manage and oversee all aspects of Council events including but not limited to the following:
 - Jazz Brunch
 - Lecture Series – at the Colony
 - Lecture series – on the art and antique fairs
 - Annual Awards Event
 - Annual meeting
 - Artists' event
 - Young Friends Soiree
 - Drive to Support the Arts – the art car portion of the event
 - Others to be determined
4. Direct and manage the sponsorship program of the Council to meet annual budget goals
5. Manage all aspects of the constituent database and donor/constituent records
6. Design and execute an annual appeal for contributions
7. Coordinate and manage the Cultural Executive Committee monthly meetings and administration working closely with CEC elected Chair
8. Assist with specified grants in proposal development and writing
9. Act as a representative of the Council at cultural programs and events
10. Actively participate as a member of the management team for the Council
11. Additional duties assigned by CEO

DIVERSITY ESSAY: BLACK PHILANTHROPY IN AMERICA

The views expressed herein are those of the author. They do not necessarily represent the views of the Association of Fundraising Professionals, or the organizations with which the authors are affiliated.

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The following resource paper attempts to illustrate how philanthropy has emerged over time as a significant and meaningful part of black culture in the United States. A review such as this would not be complete without taking a look at how the seeds of philanthropy were sown during the turbulent slavery days.

As many history books depict, the institution of slavery lasted for approximately two and a half centuries. During this time, black slaves were denied the human rights of their white masters and owners. Their plight and the denial of their basic rights of citizenship caused the slaves and the free blacks to rally together to provide support and develop a series of institutions to meet their needs. The first mutual aid society, called the Free African Society, was formed in 1785 in Philadelphia. Its purpose was to provide support for the sick and assistance to children who were left orphaned and widows.

The enslaved people sought to improve their condition by developing cultures that provided relief from their daily struggle. Thus emerged the concept of "self-help." People helping people out of a sense of justice and duty not because of an intended financial gain. Herein lies the birth of black philanthropy. The desire of people to give of their time, energy and meager resources in service of others constitutes philanthropic acts. Free blacks who organized the Underground Railroad and took part in the abolitionist movement were engaged in acts of philanthropy. The various civil rights organizations such as the National Association for the Advancement of Colored People (NAACP) were, in a sense, expressions of black philanthropy.

Seven years after the Free African Society was formed, the first lodge of Free Masons appeared in Boston. More and more fraternal and social welfare organizations began sprouting up in several cities including, the African Benevolent Society of Wilmington, North Carolina, and the Brown Fellowship Society of Charleston, South Carolina. Over time, newly created black religious denominations the African Methodist Episcopal, and the African Methodist Episcopal Zion Church provided numerous services and functions for the emerging black community.

As the number of black churches grew throughout the North and the South, black philanthropy became an ever broadening and significant aspect of the black community. The Civil Rights Movement created an onslaught of organizations, groups and institutions specifically designed to relieve people's burdens and provide basic human needs. With limited resources, black churches became the "shelter in the storm." In black communities, preachers have a high and

respected status. Their positions are often used to right wrongs in their communities. The messages from tens of thousands of black pulpits across the land have the power to change social policy, thereby improving the social condition.

A recurring theme throughout definitions of philanthropy is 'unity.' Unity of mind, effort, will, courage and determination to make positive change in the lives of people. One of the most important roles of the black church was, and continues to be, to create a feeling of unity. From black churches spawned educational institutions to teach blacks to read thereby opening up a new world of opportunities and possibilities. Between 1800 and 1900 the African Methodist Episcopal (A.M.E.) Church established 20 colleges and universities and raised more than \$1,000,000 to support them. The American Baptist Home Missionary Society established 23 black institutions of higher education, 14 of which were owned by blacks, and blacks contributed 17 percent of the total cost of building 5,000 schools financed by white philanthropist Julius Rosenwald. (1)

A variety of societies were formed within the church to provide assistance to the black population. Burial societies became insurance companies and cemetery associations became mortuaries. These societies and associations were extensions of the church and were intended to manifest the church's benevolent concern for enhancing a person's quality of life.

Philanthropy is still prevalent in the black community. Local inner-city grassroots organizations find most of their supporters are from minority populations. According to Kermit Eady, President of the National Black United Fund of New York, black philanthropy tends to be most active in funding economic development projects or those initiatives that are designed to provide self-help and self-improvement for the less fortunate. Causes such as illiteracy, health issues, housing development and job readiness tend to attract the most financial support from black donors.

The same premise is true in the black constituency as is with fund raising in general that the majority of the donors are blue-collar workers. The professional or upper class tend to support at much higher dollar values but the number of gifts are dramatically less.

The need for black donors to feel that their donations are benefiting the black community in some way is very real. Appeals centered on the church, family, social reform, self-help, economic development, community development, education and similar causes generate the most support from black donors. The desire to "give a hand up, not a hand out" seems to be the cornerstone of black giving.

References

- * (1) At the Crossroads, Chapter 6, Strengthening African American Philanthropy: Fund Raising, Rodney M. Jackson. Page 145.
- * At the Crossroads by Rev. Alicia D. Byrd, Emmett D. Carson, Rodney M. Jackson, C. Eric Lincoln and Angela L. Oliver. Copyright 1998, The Corporation for Philanthropy, Inc.
- * "How to Bridge Cultural Differences" by J. Paul Monk, Jr. A Message Magazine Supplement.

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