



ANNUAL REPORT

-2009-

Nonprofits **First**®

Nonprofits First®

is a unique 501(c)(3) organization in South Florida whose goal is to help build a nonprofit community that excels in the development and implementation of sound management practices.

our mission

to promote quality and accountability in our nonprofit community through leadership development, education, and management services

our vision

a community in which nonprofit organizations achieve their highest level of success

chairman's

letter As a result of the ongoing weakening effects of our American economy and the increasing demand for more services from the nonprofit sector, this coming year may prove to be even more challenging than the last.



The future outcome for nonprofit organizations may very well lie in the ability to reset our focus towards sustainability and the progressive elements of 'strategic thinking'. This will prompt us all to engage in real time creativity and imaginative pursuits that will stress the importance of ensuring the special link of good governance and well-run organizations.

Bold leadership and advanced strategic thinking complemented by best business practices will help agencies overcome these new challenges and assure the future success of their missions. Moving forward it will not be good enough to serve a good cause, it will be essential that good results are obtained.

Nonprofits First is poised to provide support and guidance to achieve these new opportunities that our nonprofit community will encounter. We are very determined to continue to support our community's quest for excellence in nonprofit management and leadership.

I gratefully acknowledge our Board of Directors, staff, volunteers, and our funders for their dedication and service to our community as we forge ahead as a quality resource center of integrity and support to the nonprofit sector of South Florida.

Sincerely,

A handwritten signature in black ink, appearing to read 'Joseph A. Ierardi'. The signature is fluid and cursive.

Joseph A. Ierardi
Chairman

president's letter

This past year was a challenging year for the nonprofit community. The need for services provided by the nonprofit organizations was considerably higher due to the overall economy. The subsequent need for additional resources and funding became more competitive, generating a prolonged financial strain on these organizations.



All aspects of the nonprofit sector are going through a dramatic transformation. This is seen in the increased demand for services and prevailing losses in revenue for public and private funders over the past two years. Nonprofit organizations have had to look at these challenges in different ways than they had in the past, developing new and creative ways to balance the increase in demand and the reduction in resources.

Through our work we have seen the resiliency of these organizations. These agencies' leaders have taken extra measures to become more efficient by looking at their infrastructure, processes and how to best carry out their mission. We, at Nonprofits First, have focused on being a resource during these difficult times by providing assistance through education, consulting, management support services and by promoting sound business practices in the areas of nonprofit administration, board governance, human resource management and finances.

This year we enhanced our service offerings with the addition of our GoTalent HR services, e-learning courses, and an annual nonprofit conference with national speakers to benefit the leaders in our community.

I give my sincere thanks and appreciation to everyone involved in helping Nonprofits First carry out its mission. None of this would be possible without the support of our Board of Directors, the commitment of our staff, the support of our funders, and the dedication of our volunteers.

Sincerely,

A handwritten signature in black ink that reads "Pedro del Sol".

Pedro del Sol
President & CEO

Board of Directors

Joseph A. Ierardi
Chairman

Paul E. Dumars, Sr.

Phillip M. DiComo
Vice Chair

Ryan C. Fair

Myra Goldman
Secretary

Richard L. Fleischer

Brian J. Hecker
Treasurer

Murray J. Green

Gerald Z. Rossow

Kathy Adams

Stanley Sherman

Antoinette Theodossakos

Nonprofits First® promotes quality and accountability in the nonprofit community

through education...

GoLearn offers workshops, conferences, e-learning courses and customized training, to support agency certification and best nonprofit management practices. To date, more than 800 nonprofit professionals have attended our trainings and workshops.

leadership development...

GoLead represents a wide choice of programs to strengthen personal and organizational leadership from board development to social entrepreneurship, team building to organizational communications.

management services...

GoTech provides high quality business-class technical support services, IT outsourcing and IT project management services to nonprofit organizations at an affordable price.

GoFigure provides high-quality financial management and accounting services to enable nonprofits to analyze, manage, report and make strategic decisions about their resources.

GoTalent is designed to assist nonprofits in the following areas: employee recruitment and retention, HR structures and systems design, employee transition assistance, organizational and individual surveys, and Web-based services.

and Certification...

BeCertified promotes sound business practices in the areas of administration, leadership and board governance, human resources and financial management. To date more than 80 agencies have been certified for sound nonprofit management.



GoLearn offers comprehensive education and organizational learning resources through workshops, classes, e-learning courses and customized training, to assist nonprofit organizations in implementing best business practices and achieving Certification standards.

In 2009 GoLearn served:

424 nonprofit professionals
and
144 nonprofit organizations
with
782 total enrollments

GoLearn curricula are designed to support the core competencies of successful nonprofit management. Several intensive training series are offered for board members, executive directors, program managers, supervisory and direct services staff.



GoLead offers a broad choice of services and programs for leaders in our nonprofit community. From personal leadership development to entrepreneurship, from board development to board governance and consulting services, GoLead specializes in providing our nonprofit partners with the right tools to support successful nonprofit management and ensure the delivery of well-managed services.

In 2009

27 professionals graduated from the **Rising Leaders** program for middle managers and moved to the next level of personal and collective effectiveness as nonprofit leaders in Palm Beach County. **Rising Leaders** equips participants to build more strategic organizations, form strong partnerships and influence policy in education, health and human services.

14 **First OnBoard** participants prepared for board candidacy with an agency in their area of interest. **First OnBoard** is an innovative public-private collaboration designed to prepare individuals and business leaders in the community to serve as valuable and engaged members of a nonprofit board in the community. First Onboard recruits, trains and matches individuals with nonprofit agencies in Palm Beach County.

18 executives graduated from **Luminaries**, an executive leadership program designed to fit the time-constrained calendars of CEOs. Executives in the **Luminaries** program nurture existing skills, learn new strategies and share their expertise with other talented "luminaries".

115 professionals attended **Leadership Colloquia** focusing on the following core competencies: using strategic and critical thinking in decision-making; fostering team performance to maximize efficiency and productivity; applying creative thinking techniques to real world challenges and cultivating the next generation of leaders and policy makers.

65 professionals attended **Board Chair Networking** events, created to provide a forum for Board Chairs of different organizations to learn and work collaboratively in achieving their collective goals.

34 consulting engagements in the following areas:

- Board Development/Governance
- Evaluation, Outcomes, Organization Performance Management
- Fund Development
- Human Resources Management
- Information Technology
- Media Relations/Public-Community Relations
- Strategic Planning/Business Planning



Nonprofits
First®

Many nonprofit agencies simply cannot afford a full-time CFO or Controller. Others may have special projects such as new system implementations that require the expertise of specialists who have done similar projects. Still others may benefit from a fresh look at internal procedures or reports.

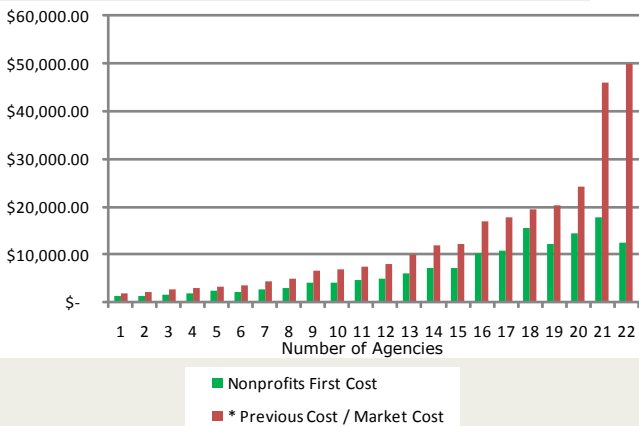
GoFigure provides a cost-effective alternative to having a full-time CFO or Controller on your staff. In addition, GoFigure performs a variety of non-recurring special projects such as implementing new accounting or payroll systems.

The GoFigure team includes senior professionals with extensive experience in nonprofit and for-profit accounting. The team has experience with a variety of accounting, payroll and budgeting systems, a solid understanding of major funders' reimbursement processes, and expertise in computerized financial modeling. Our goal is to help each client improve operational efficiency while providing improved information for making financial decisions.



GoTech offers business-class technical support services, IT outsourcing and IT project management services while providing substantial savings to the nonprofit community.

GoTech provided services to **22** agencies with over **\$135,500** in annualized support savings.



Nonprofits First® has created a unified set of administrative standards that meet core requirements of the laws and regulations that govern nonprofits, best practices in management, as well as the expectations of both public or private funders.



Certification promotes sound business practices in the areas of governance, administration, board governance, human resources and financial management. Our primary goal is to strengthen the administrative capacity of nonprofit agencies by promoting best practices in nonprofit management.

Benefits of Certification

- Enhances the agency's reputation and provides peer recognition
- Provides a highly desirable, distinctive mark of quality that affords external recognition of the agency's commitment to quality and accountability
- Provides peace of mind that your agency has the policies and procedures to successfully run your business
- Serves as a competitive edge for funding
- Enhances agency accountability to the funders, public and elected officials
- Provides assurance to current and prospective funders and donors that the agency has been evaluated and has met accepted standards established by and with the sector
- Provides a framework and support system to help meet local, state, national, and appropriate industry requirements
- Highlights the capabilities and competence of the agency
- Creates a solid foundation for the agency to build upon for further progress
- Promotes ongoing self-evaluation and continuous improvement and provides an effective system for accountability

See the list of certified agencies at the bottom of this document.

BeCertified in 2010!



GoTalent is an HR direct and web-based service center to meet nonprofit organizations' employee-related needs.

In 2009, GoTalent launched a virtual job center:

www.pbcjobs.org

This new job center utilizes an Applicant Tracking System (ATS) software that enables the electronic handling of recruitment needs to optimize productivity and quality. Through this user friendly customized system, positions are filled expeditiously with high quality talent.

GoTalent is currently managing:

40 job openings

20 agencies and

1,500 job seekers!

What our clients are saying...

"The recruitment assistance we have received has been a great value add. Our organization whole-heartedly endorses the ATS and we look forward to other innovations of its kind from Nonprofits First."

*- Pattie Bremekamp, PHR, Operations Manager;
Housing Partnership, Inc.; Parent Child Center, Inc.;
Members of the Community Partnership Group*

"The web site was really easy to use, both to post jobs and to manage candidates' applications. We really appreciate this opportunity to advertise our open positions on the Nonprofits First web site and the broad exposure this has given our agency."

*- Noelle Smith, The Legal Aid Society
of Palm Beach County, Inc.*

GoTalent provided other HR Services including employee relations, management practices, employment guidelines, organizational development, compensation and benefits advisement to **13** agencies.

The GoTalent team is highly credentialed with a Senior Professional (SPHR), Certified Benefits Professional (CBP) and Certified Compensation Professional (CCP).

A special thank you to the
dedicated members of our

Executive Volunteer Corps

The Executive Volunteer Corps is composed of world-class executives who have a high level of commitment to capacity-building for nonprofit organizations in South Florida. Our Executive Volunteers share a dedication to improving the quality and accountability of nonprofit management and seek to share their professional expertise with nonprofit professionals.

This unique, high-impact opportunity allows our Executive Volunteers to directly apply their skills and expertise through executive-level mentoring, participation in on-site administrative reviews, development and presentation of trainings and workshops, and much more.



"You will find as you look back upon your life, that the moments that stand out are the moments when you have done things for others."

-Author Unknown

If you are interested in becoming an Executive Volunteer, please contact us at 561.214.7435 or via email at volunteer@nonprofitsfirst.org.

A Milestone of Success!

On March 9-11, 2010, Nonprofits First hosted an inaugural statewide nonprofit conference at the Palm Beach County Convention Center in West Palm Beach, FL.

The Florida Nonprofit Conference, billed as *"the best thing since sliced bread,"* received rave reviews! Conference attendees found extensive educational and networking platforms, unmatched to any in our area. Nonprofits First brought attendees, dynamic presenters and nonprofit facilitators from across the state for a wide variety of topics and learning experiences. Participants left with enhanced knowledge and concepts vital to current sector needs.

Offering specialized tracks, intensive workshops and hands-on participation, attendees immersed themselves in focus areas such as: Leadership & Board Governance, Marketing & Communications, Fund Development and Administration. Conference tracks were composed of nearly thirty workshops, delivered over a two-day span. Participants returned to their respective organizations with tips, techniques and resources to contribute to strength building and sustainability throughout the sector.



"A team is a small number of people with complementary skills, who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable."

Cathy A Trower, PhD.
Harvard University,
Graduate School of Education

Nonprofits First®

welcomed Keynote Speaker, **W. Hodding Carter, III**, the former President and CEO of the John S. and James L. Knight Foundation in Miami and former Assistant Secretary of State of Public Affairs and Department Spokesman under President Jimmy Carter.



"The next generation of nonprofits will depend less on the government; it will reinvent itself and become more self-reliant. Social Entrepreneurs will focus exclusively on the greater good while maintaining sound business practices and sustaining their organizations. This sector, uniquely American, also must maintain a shared sense of purpose."

W. Hodding Carter, III.

Palm Beach County Clerk & Comptroller's Best Practices Award for Nonprofit Management

One of our notable speakers was Sharon R. Bock, Esq., Clerk & Comptroller, Palm Beach County. Clerk Bock presented the Clerk & Comptroller's Best Practices Award for Nonprofit Management to:

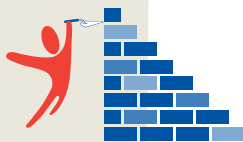
FAU Pine Jog Environmental Education Center

for its innovative Green Schools Recognition Program. This initiative encourages school communities to develop cultures of sustainability and environmental stewardship, including school grounds enhancement, resource conservation, recycling programs, "green-themed" curricula, and community involvement.



(Left to Right) Pedro del Sol, Nonprofits First; Glenn Thomas, FAU Pine Jog Environmental Education Center; and Clerk & Comptroller, Sharon R. Bock

GoBuild Capacity



In 2009, Nonprofits First was one of only **32** recipients of the Compassion Capital Fund (CCF) grant, awarded by the U.S. Department of Health and Human Services, Administration for Children and Families. Nonprofits First was awarded a grant of **\$498,857** to provide capacity building services to grassroots faith-based and community organizations in South Florida.

The *GoBuild Capacity* project at Nonprofits First is serving **101** faith-based and community organizations. These grassroots organizations have received more than **500** hours of training and **300** hours of technical assistance. In April of 2010, eligible organizations applied for competitive sub-awards totaling more than **\$200,000** to be used for capacity building projects.

VOTE FOR PEDRO

In an effort to raise funds and awareness for the annual United Way of Palm Beach County fundraising campaign, Nonprofits First hosted the inaugural "Vote for Pedro" event on December 15, 2009. The President and CEO of Nonprofits First, Pedro del Sol, ran seven laps around the Children's Services Council of Palm Beach County building, to show his full support of United Way's campaign.

United Way's mission is to improve measurably the lives of individuals and families in Palm Beach County by uniting the resources of donors, volunteers, agencies and the community.



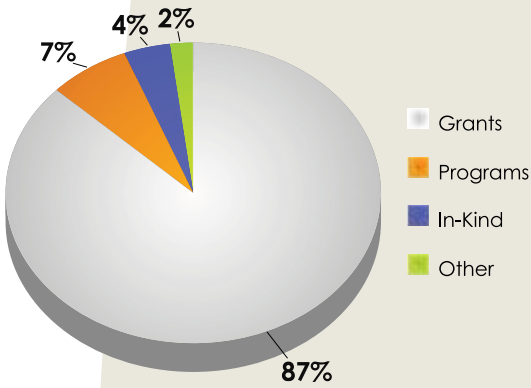
In total contributions, Nonprofits First raised \$2,000 in 2009, more than double the amount of the previous year. Ann Reinert, Senior Director of Certification & Marketing, aided Pedro in his task by running a few relay laps.

Nonprofits First® extends its gratitude to our funders, community partners, and board of directors.

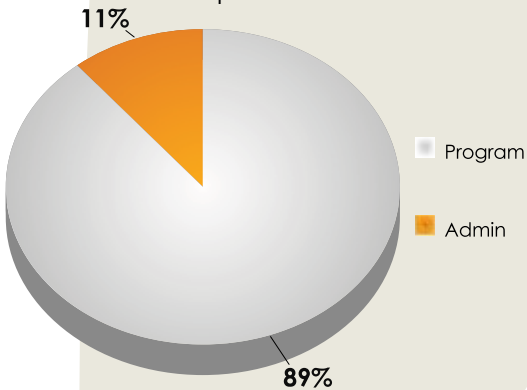


Nonprofits First® is a \$2.7M organization. The following is a breakdown of revenues and expenses for FY09.

Revenues



Expenses



Empower. Ready. Go!



Nonprofits First®

2300 High Ridge Road, Suite 132 • Boynton Beach, FL 33426
561.214.7435 • 561.369.3966 fax
www.nonprofitsfirst.org

For further information please contact:

Ann Reinert, *Senior Director of Certification & Marketing*, 561.214.7443.

Printed on recycled paper



Congratulations!



The following **84** agencies were certified for sound nonprofit management.

211 Palm Beach/Treasure Coast, Inc.

Achievement Centers for Children and Families

Adopt-A-Family of the Palm Beaches

Aid to Victims of Domestic Abuse, Inc. (AVDA)

Alzheimer's Community Care, Inc.

Arc of the Glades

Arc of Palm Beach County, Inc.

Area Agency on Aging-Palm Beach/Treasure Coast, Inc.

ASPIRA of Florida, Inc.

Boca Raton Housing Authority

Boys & Girls Clubs of Palm Beach County, Inc.

Boys Town South Florida

CARIDAD Center

Catholic Charities Diocese of Palm Beach

Center for Family Services of PBC, Inc.

Center for Youth Activities, Inc.

Children's Home Society of FL, S. Coastal Division

Coalition for Independent Living Options [CILO]

Communities in Schools of Palm Beach County

Compass, Inc.

Comprehensive AIDS Program

Comprehensive Alcoholism Rehabilitation Programs (CARP)

Consumer Credit Counseling Service

Deaf Service Center of Palm Beach County, Inc.

Drug Abuse Foundation of Palm Beach County, Inc.

Drug Abuse Treatment Association, Inc.

Early Learning Coalition of Palm Beach County

Easter Seals Florida, Inc.

Epilepsy Foundation of Florida

Eserch Youth and Family Center, Inc.

Family Central, Inc.

Families First of Palm Beach County

Farmworker Coordinating Council of Palm Beach County, Inc.

Ferd and Gladys Alpert Jewish Family & Children's Service of Palm Beach County, Inc.

Florence Fuller Child Development Centers, Inc.

Florida Public Health Institute

Florida Resource Center for Women and Children, Inc.

Florida Rural Legal Services, Inc.

For the Children, Inc.

Glades Initiative

Gratitude House

Guatemalan-Maya Center

Gulfstream Goodwill Industries

Healthy Mothers/Healthy Babies Coalition of PBC, Inc.

Home Safe

Housing Partnership, Inc.

Jeff Industries

Junior Achievement

Juvenile Transition Center

Lake Worth West Resident Planning Group, Inc.

Legal Aid Society of Palm Beach County, Inc.

Mae Volen Senior Center, Inc.

Mental Health Association of Palm Beach County, Inc.

Milagro Center

Minority Development and Empowerment Inc.

My Choice Community Development, Inc.

New Beginnings Community Development Center, Inc.

New Hope Charities, Inc.

Nonprofits First

Oakwood Center of the Palm Beaches, Inc.

Palm Beach County Literacy Coalition, Inc.

Palm Beach Habilitation Center, Inc.

Parent - Child Center, Inc.

Planned Parenthood of South Florida and the Treasure Coast, Inc.

Prime Time Palm Beach County, Inc.

Redlands Christian Migrant Association, Inc.

Rehabilitation Center for Children & Adults

Riviera Beach Family Resource Center, Inc.

Ruth Rales Jewish Family Service

Seagull Industries for the Disabled

Sickle Cell Foundation of Palm Beach County and Treasure Coast, Inc.

South County Mental Health Center, Inc.

St. George's Center, Inc.

Street Beat, Inc.

The Haven, Inc.

The Homeless Coalition of Palm Beach County

The Lord's Place, Inc.

United Way of Palm Beach County

Urban League of Palm Beach County, Inc.

Urban Youth Impact

Wayside House, Inc.

West Jupiter Community Group, Inc.

YMCA of South Palm Beach County

YWCA of Palm Beach County