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School is out and July 4th celebrations have already come to a close – Summer is definitely here to stay! This issue of the Nonprofit Neighborhood will focus on nonprofit careers and hiring trends and will even provide a few tips for new grads and others who are seeking nonprofit work.

But first, updates and announcements from CAN and its partners.

Membership

\$5 Off CAN Membership Renewals!

Renew your membership by mail or by [clicking here](#) and take \$5 off your membership renewal! If renewing online, please use the code RENEW5. By renewing today, you can take advantage of special member registration rates for our upcoming Money Matters conferences and our Annual conference in October! Renew your membership today!

Not a member yet? [Sign up is just a click away.](#)

Member Benefits

CommPartners, discounted through your CAN membership, can help you market your programs and build stronger relationships with your clients, associates and the public. Serving 2,500+ associations and non-profits, their services include managed webinars, webcasts, conference calling, e-marketing, Web design, online surveys and newsletters, programming and network consulting. They have a team of savvy web designers and programmers who can make your organization information attractive and user-friendly.

Costs vary depending on the service and the size of your organization. Contact Amelie Hansen at 804-332-6593 to schedule a consultation and receive a custom proposal to meet your communications and technological needs.

CAN's Career Center

Visit CAN's Career Center today and post a job or search for your next nonprofit job! Remember CAN members receive a discount when posting jobs. Here are some recent job listings:

[President and CEO of United Way of California](#)

[Associate Director, Quality Improvement](#)

Also hiring? The Craigslist Foundation is seeking an Operations Manager. [Click here](#) for more info.

Awards

Social Venture Network Innovation awards

The Social Venture Network (SVN) Innovation Awards program supports the "next generation" of socially responsible business and nonprofit leaders by providing them access to the people and resources to help develop their ideas into successful enterprises. Now through July 15, 2008 companies can learn more and submit applications online at <http://www.svn.org/awards>.

Peter F. Drucker Award for Nonprofit Innovation

The award is granted to a social sector organization that demonstrates Drucker's definition of innovation—change that creates a new dimension of performance. The winner will receive the \$35,000 first prize, with \$7,500 for second place and \$5,000 for third place.

Applications are due July 15th. To download an application, visit <http://www.druckerinstitute.com/nonprofit.html>.

2008 Awards of Excellence - Call for Nominations

CAN Insurance Services is now accepting nominations for the 10th annual CAN Awards of Excellence. The deadline to apply is September 26th.

To obtain an application and more information, please visit www.caninsurance.com, or contact Monique Padia at monique@caninsurance.com or (888) 427-5222 ext 1016.

Each award recipient receives a plaque and financial award of \$5,000 funded by CAN Insurance Services which will be presented at the Annual California Association of Nonprofits Conference in Los Angeles, California.

Events

Flo Green Retirement Luncheon

Celebrate Flo Green's long-time service to California nonprofits as a board member and Executive Director of CAN.

The luncheon will be held on Thursday, July 31 at the Millennium Biltmore Hotel in Los Angeles from 11:30 to 1:30. Individual tickets and full tables are available. Please RSVP by July 15th by [clicking here](#) or visiting www.CAnonprofits.org

Do you have a Flo story that you're willing to share? Please contact Gregg Davidson at [gdavidson@CAnonprofits.org](mailto:g davidson@CAnonprofits.org) by July 15th.



Money Matters: 2008 Nonprofit Finance Conference

The 7th Annual CAN Money Matters Nonprofit Finance Conference will be held: Aug 13 - Los Angeles, Aug 20 - Riverside, Sept 10 - Oakland and Sept 17 - Fresno. This is the

up-to-date conference for Resources, Reporting & Responsibility.

Remember, CAN members only get an Early Bird rate of \$99 until July 31! Not a member yet? [Click here](#).

[Click here](#) for more information. [Click here](#) to register now.



Building Strong Nonprofits: 17th Annual CAN Conference October 22-23, 2008 - Los Angeles

Keynote speaker for the Thursday luncheon on Social & Economic Justice - What The Election Means to the Nonprofit Community will be Torie Osborn who served in the cabinet of Los Angeles Mayor Antonio R. Villaraigosa for two years, and continues as a senior advisor to the Mayor. Previously the executive director of the Liberty Hill Foundation, one of the nation's most admired social-change foundations, Ms. Osborn has been a social activist for 40 years, beginning with the anti-poverty, civil rights and anti-war movements of the 1960s, as well as the women's movement of the 1970s and later as a champion for gay and lesbian rights.



[Register today](#) for our 17th Annual CAN Conference. Remember, CAN members receive a discount on registration. Not a member yet? [Click here](#).

[Click here](#) for highlights from the 2007 CAN Annual Conference.

Free Tax Seminar

The Board of Equalization will host a free tax seminar for nonprofit and exempt organizations in the Southern California area on July 18, 2008 at Los Angeles Southwest College from 9:00 a.m. to 4:00 p.m.

[Click here](#) to register

Nonprofit Leadership Development Program

The [Center for Nonprofit Management](#) has just announced a new Nonprofit Leadership Development Program to be launched in September targeting leaders in Health and Human Services. Thanks to the support of the California Wellness Foundation, there's only a \$50 registration fee for the five-day program.

Program tracks include Leadership Training for Prospective Executive Directors and Coaching For Board Members Facing an ED Change

Applications for the Leadership Development program are due July 18th with a rolling deadline for the Coaching program. [Click here](#) to apply online.

White House Office on Faith-Based and Community Initiatives Conference

CaliforniaVolunteers, the state office that manages programs and initiatives to increase the number of Californians involved with service and volunteering is partnering with the White House Office on Faith-Based and Community Initiatives to present a conference in Sacramento on Monday, August 18, 2008. CAN Regional Partner Ann Lucas, Nonprofit Resource Center-Sacramento, and Ken Larson, CAN Director of Public Policy, are on the Steering Committee for this event.

[Registration](#) is now open for this free event, which is expected to draw as many as 1,000 participants. The conference which will focus on understanding how to access Federal and State resources, disaster preparedness and response, volunteer management, and prisoner re-entry and crime prevention

Learn more by [clicking here](#).

Risk Management and Finance Summit for Nonprofits

The [Nonprofit Risk Management Center](#), along with local host, the [Minnesota Council of Nonprofits](#), and Corporate Sponsors, ChoicePoint, Travelers and Riverport Insurance Company, will present a three-day Risk Management and Finance Summit for Nonprofits, September 7-9, 2008, in Minneapolis, MN. National and local experts will share the latest risk management news, recommendations and strategies relevant to your nonprofit's operations and programs.

Inland Empire Nonprofit Conference

Hosted by The Resource Center for Nonprofit Management, the 11th Annual Inland Empire Conference will be held Tuesday, September 16, 2008 from 7:30 am to 4:30 pm at the Riverside Marriott.

For more information, call the Resource Center at 951-686-4402 x 162 or email: cpepper@vcrivco.org

Laws and Updates

CAN Policy Update

Watch your email for the new CAN Policy Update, arriving July 17 with a complete look at state legislation impacting nonprofits as the Legislature heads into final 6 weeks of the current session. Of course, one of the biggest issues on the agenda is the state budget and one of the biggest questions facing nonprofits is getting paid while state officials struggle with the state's \$15 billion general fund deficit.

The state's 2008-09 fiscal year began July 1 with no budget in sight. Legislative leaders and some Senate committees are meeting. But things are moving slowly enough that the Assembly has recessed until July 14, though its members are required to be no more than three hours away from the State Capitol just in case there's a breakthrough.

In the meantime, hundreds, if not thousands, of nonprofits are facing the prospect of long delays in payments for services already rendered and left wondering if their state contracts will be renewed and, most importantly, funded. To find out what the State Controller will and won't pay, visit the CAN website.

If you're struggling because of state payment delays, let your legislators know and please send CAN a copy of your letter or notes from your phone call or visit to help us track the impact. Just email klarsen@canonprofits.org.

Cell phone driving rules

July also means the start of a state-wide ban on talking on cell phones while driving, unless they involve a hands-free device, and a complete ban on cell phone use for drivers under the age of 18 while driving (hands-free device or not). [Click here](#) to learn more.

If you haven't already developed a cell phone policy for your nonprofit, here are tips from the [California Chamber of Commerce](#).

More Info on Policies

Want to know more about state and federal policy issues that impact nonprofits? Sign up for the free [Nonprofit Policy News](#) from the National Council of Nonprofit Associations.

This month's Independent Sector Policy News describes recent decision by the California legislature to withdraw A.B. 624, which would have mandated extensive collection and disclosure of diversity data by the state's largest foundations. Paul Brest, president of The William and Flora Hewlett Foundation, describes how a coalition of ten foundations will be addressing the needs of minority and disadvantaged communities. To read Brest's remarks, click here (link to CAN site) and to read the foundation's statement, [click here](#).

Nonprofit Career Info

As promised, here's your information on nonprofit careers:

Did you know that the average American now works 1,978 hours per year, compared with 1,942 hours in 1990. That's an increase of almost an entire work week! The average Canadian or Australian or Japanese worker works about 100 fewer hours, and the average German works about 500 fewer hours per year, or 12 and a half weeks less than his or her American counterpart. To learn more about this trend and others, check out this great six-part series from onPhilanthropy: [Philanthropy and a Changing World](#), [Tracking the American Economy](#), [An Aging Population Leans on the Arm of Its New Immigrants](#), [Post Industrial America: Changing Social Structure](#), [Enduring Opportunity](#), [Employment and America's Future: Facing the Educational Facts](#), and [Future Public Expectations for American Philanthropy](#).

Unemployment is remaining [fairly constant](#), but competition for strong candidates remains high. Are you doing all you can do to market your nonprofit? Here's a great piece from Guidestar on [Communicating Your Organization's Culture to Job Candidates](#).

Still not finding the people you want? There's also an interesting resource from American Express's Open for Small Business available [online here](#).

As always, check out the [CAN Career Center](#) for California nonprofit job postings – CAN members even get a posting discount! Whether you're looking to hire or looking to be hired, most people know the big three: [Idealist.org](#), [The Philanthropy News Digest](#) and [The Chronicle of Philanthropy](#), but are you also making use of more specific sites such as [ExecSearches](#), [MediaBistro](#) and the [Association of Fundraising Professionals](#)?

And of course, with gas and food prices continuing to increase, it's important to look at employee compensation. The Center for Nonprofit Management has just released its Compensation & Benefits Survey for 2008, available in two region-specific reports (Northern California and Southern & Central California.): <http://www.cnmsocal.org/Services/CompBenSurvey.html>. Although the costs for nonprofits are dependent on budget size, access to single job titles is available for \$10-\$30 each. Speaking of job titles, SimplyHired.com, a job search engine, provides handy charts on the direction of employment nationwide based on online job ads. Here's the nonprofit and volunteer position trend report: <http://www.simplyhired.com/a/jobtrends/trend/q-non+profit%2C+volunteer> And of course, it's not just enough to hire people – you also need to make sure they have the resources and training necessary. A study released at the beginning of July suggests that three quarters of new managers [don't know how to manage](#).

The free [nonprofit Micro e-MBA program](#) online offers useful modules for everything from starting a nonprofit to working with a board of Directors. [Module 4: Basic Skills in Leadership and Management](#) and [Managing Ethics in the Workplace](#) can help your managers gain the skills needed for success.

Is your organization just getting started or are you looking to revamp your job descriptions, HR materials or just your office forms in general? The National Council of Nonprofit Associations (NCNA) has a great collection of [forms, policies and job descriptions for nonprofits](#). Materials can be duplicated by charitable organizations with attribution to the NCNA. You can also find a comprehensive one-stop shop for HR materials ranging from employment law to administration and technology [available here](#).

And finally, for new grads and those who are still struggling to figure out insurance and retirement and taxes, here's a [helpful article](#) that explains a bit of everything.

Looking for more on nonprofit employment and transitions? Check out the upcoming June/July CAN Alert for information on executive transitions and Flo Green's upcoming retirement.



CAN members receive a special discount when ordering through [Jus N' Tyme Promos](#). They offer tremendous savings on all promotional products. Jus N' Tyme Promos has over 500,000 products including greeting cards that can be customized with your organization's name or logo. In addition they offer over a 1,000 recycled and environmentally friendly products that can be customized as well. Click on www.jusntymepromos.com or call our toll free number (888) 382-8038, (773) 994-4575. Normal production time 3-4 weeks. Rush service available also. They accept Visa, MasterCard and Discover credit cards. Screen printing and embroidery also available.

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