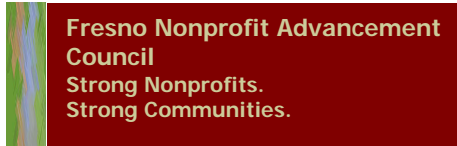


Special Thanks to Our Sponsoring Partners



Succession Planning Partner:

- ♦ Jan & Bud Richter Center for Community Engagement and Service Learning (CSUF)

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- ♦ University Business Center (CSUF)

Networking Partner:

- ♦ Fresno Regional Foundation

COLLABORATING PARTNERS:

- ♦ American Humanics, Inc.
- ♦ Association of Fundraising Professionals (California Valley Chapter)
- ♦ Fresno Coalition of Arts, Science, & History
- ♦ Initiative for Nonprofit Sector Careers
- ♦ United Way of Fresno County
- ♦ Volunteer Center of Fresno County



AVERTING THE CRISIS: Meeting the Leadership Demand for Nonprofit Organizations in Central California

Friday, May 2, 2008
University Business Center
California State University, Fresno

Presented by

American Humanics
Program
at Fresno State

Fresno Nonprofit
Advancement
Council

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Fresno Nonprofit Advancement Council

The mission of the Fresno Nonprofit Advancement Council is to improve the quality of life in the Fresno area through enhancement of the nonprofit sector.

We serve the nonprofit organizations in the Central Valley in the following ways:

Education

- ♦ **Nonprofit Management Education Index.** The Index lists education opportunities for those seeking nonprofit skills. FNAC collects the data and publishes the Index three times per year (Fall, Spring, and Summer).
- ♦ **FNAC offers the only Foundation Center Cooperating Collection available in the area.** FNAC staff provides training in use of the data base and the public may utilize the system at no charge.
- ♦ **Training is offered to the public through quarterly meetings and conferences hosted by FNAC.** Topics have included *The Accidental Techie: Using technology in your organization*, *Marketing for Nonprofits*, and *Creating Capacity with Volunteers: A Volunteer Management Conference*. We also offer periodic classes in *grantwriting*, *fundraising*, and *nonprofit management*.

Information

- ♦ **At our Resource Center we offer a lending library of over 1200 volumes and electronic resources on all aspects of nonprofit management.** Last year over 600 patrons were served.
- ♦ **We host a website with information on regional nonprofit activities and a resources and links page with over 100 links.** We average 15,000 hits per month on our site and update the information at least twice per month to keep the newest information available to the public.
- ♦ **We recently completed a study of the training needs of youth-serving nonprofits of the Central Valley.**

Representation

- ♦ **The Council has a growing membership of NPOs in the Central Valley, currently providing special benefits to over 125 member organizations.**
- ♦ **FNAC staff serve on several Boards in the Fresno community.**

The Fresno Nonprofit Advancement Council is a 501(c)3 tax exempt organization and donations are welcome!

Contact us at:

Kate Henry, Executive Director
(559) 264-1513

kate@fresnononprofits.com

<http://www.fresnononprofits.com>

American Humanics Program at Fresno State

What Is American Humanics?

Traditionally defined as the “science of humanity,” Dr. Laurence L. Dogget, President of Springfield College (MA), and Hanford Burr, Professor of Sociology, used the term “Humanics” in 1905 as the name of an undergraduate degree that involved “the education of the whole person in spirit, mind, and body for leadership in service to others.”

Our AH Program is affiliated with American Humanics, Inc., a national alliance of colleges, universities, and nonprofit organizations dedicated to educating and certifying individuals to strengthen and lead nonprofit organizations. Participation in the AH Program builds on and enhances a student’s chosen major course of study and provides the tools to achieve success in the field of nonprofit management. This interdisciplinary certificate is open to students of all majors and community individuals. Courses may be taken part time or through Open University.

Requirements for the Certificate

The interdisciplinary certificate in nonprofit management and leadership requires 19-23 semester units, including 300 hours of field experience with a nonprofit organization. Students will be involved in the AH Student Association and participate in one AH Management Institute. Courses or internships may be used to fulfill requirements of other degree and certificate programs.

AH Management Institute

The AH Program at Fresno State has been nationally recognized for excellence at the annual AH Management Institute (AHMI). Each January, more than 600 participants from over 70 campuses attend AHMI, participating in seminars, workshops, a National Collegiate Dialogue with American Assembly and the American Democracy Project, a simulation case study exercise, and a career fair and placement day. The Institute, a 4-day intensive conference on the nonprofit sector, is the “capstone” experience of the AH Program.

Other Benefits of AH Involvement

Mentoring/Financial Assistance: AH students are eligible for our mentoring project and are paired with a local professional and may apply for special scholarships and awards, both academic and need-based.

Placement Service: AH students can participate in “Placement Day” at AHMI where prospective employers interview students. AH alumni are the preferred source of entry-level professionals among our national nonprofit partners.

For more information, contact:
Dr. Matthew A. Jendian, Director
matthewj@csufresno.edu

<http://www.humanics.org>

<http://www.csufresno.edu/ah>

Welcome

Dear Nonprofit Leaders,

We are so pleased to have you chosen to participate in this conference to discuss ways to “Avert the Crisis in Nonprofit Leadership.” By coming together to start this important dialog, we are taking the first step toward creating an even stronger nonprofit sector that will continue to grow and succeed in the years to come. And, you should know that by participating in the conference, you are on the cutting edge of the sector, dealing with an issue being highlighted in the top professional journals and discussed at the highest levels of nonprofit management.

TODAY, you have an opportunity to engage in conversations with other professionals concerned about the future of our local organizations and the bigger picture of the nonprofit sector.

TODAY, you will hear from national and local experts on the scope of the problem and what we can do, in a practical way, to truly avert the crisis.

TODAY, most of all, we hope that you will share your challenges and success stories with us all so we can collectively learn and create change.

We look forward to the work we will do in the future with you and welcome your input as we work to improve the quality of life in our community.

Thank you for your involvement and welcome to the conference!

Kate Henry
Executive Director
Fresno Nonprofit
Advancement Council

Matthew A. Jendian, Ph.D.
Associate Professor of Sociology
Director, American Humanics Program
California State University, Fresno

Agenda

CONFERENCE OBJECTIVE: *To bring established and positional nonprofit leaders together with new and emerging nonprofit professionals to talk about our collective future and learn about succession planning and systems.*

All events will take place in the Alice Peters Auditorium (University Business Center, Room 191) except where noted.

8-9:00 Registration & Continental Breakfast

9:00 Welcome & Purpose - Kate Henry

9:15 Keynote Presentations:

“Overview of Current and Future Nonprofit Landscape”

**Flo Green, Executive Director,
California Association of Nonprofits**

10:00

“Talent and Leadership Development Issues in the Nonprofit Sector”

Heather McLeod Grant, Co-Author, *Forces for Good*

10:35 Break

10:45 BREAK-OUT SESSIONS

- ◆ **Emerging Professionals with
Dr. SueAnn Strom, Vice President
American Humanics, Inc. (UBC 192)**
- ◆ **Established Professionals
with Dr. Tom Jones (UBC 194)**

Don Simmons, Ph.D. (559-246-9970; creativepotential@gmail.com)

Don Simmons holds a B.S. and M.A. in education, and did post-graduate studies at Texas A&M University (Commerce) (doctorate), the University of San Francisco, and Yale University. Dr. Simmons is a Licensed Consultant for Outreach Training, Inc. and an adjunct professor of nonprofit administration at Fresno State. Previously, Dr. Simmons served as Associate Professor of Business at Biola University and Director of the Center for Volunteerism and Community Service at Occidental College. He was Director of Continuing and Professional Development and Associate Professor of Education at Golden Gate Theological Seminary. Dr. Simmons was a member of the board of the Association of Volunteer Administrators, the Volunteer Centers of Orange County, La Mirada, Marin County, and, currently, Fresno County. He serves on the advisory board of the Dallas Fashion Incubator, Joni and Friends of Central California and several other national nonprofits. For 5 years, he was director of LEAD (Leadership Equipping and Development), an urban leader equipping initiative of One by One Leadership in Fresno. He was a founding director of READ Fresno and advisor to the Mentoring Children of Promise project. A native of South Carolina, Don currently serves as Chair of the City of Fresno's Historic Preservation Commission.

Jacqueline Smith Garcia, Ph.D. (jsmithgarcia@cysfresno.org; www.cysfresno.org/)

Jacque Smith Garcia has been Executive Director of Comprehensive Youth Services since 1993 and has more than 20 years experience as an administrator of community-based nonprofit mental health/social service programs in Fresno and Tulare Counties. Dr. Smith Garcia has a rich understanding of the mental health issues affecting children, youth and families in Fresno County. She has built a strong network of relationships with nonprofit, public and private providers of services devoted to this population. Under her leadership over the past 12 years, CYS, which employs 100 mental health clinicians, paraprofessionals and administrators, has dramatically grown its capacity to serve children, youth and families in need. Dr. Smith Garcia has been an active member of the Sunrise Rotary Club since 1990, serving as the Club's President from 1997-1998. She is a founding member (1995) of the Ladies Association of Stock Selectors (LASS) and served on the founding board of Court Appointed Special Advocates (CASA Fresno). She is also a founding and current member of the Board of Directors of the Fresno Nonprofit Advancement Council, serves as the Chair of the Advisory Board of Focus Forward, Inc., and as an Advisory Board member of United Way of Fresno County.

SueAnn Strom, Ph.D. (sastrom@humanics.org; www.humanics.org)

SueAnn Strom is the Vice President for Academic Partnerships at American Humanics, Inc. She is responsible for ensuring that academic standards of excellence on nearly 70 colleges and universities affiliated with American Humanics are met. Strom conducts campus visits, providing support and ensuring the quality of American Humanics programs. In addition, Dr. Strom spearheads the AH research agenda which includes the annual Cohen Research Grants that focus on curriculum development and AH alumni career development. Dr. Strom also oversees the NextGen Leaders Program annual evaluation and longitudinal research study. Before joining American Humanics in 2006, Dr. Strom worked on a number of college and university campuses including six years as Vice President for student affairs at Southeast Missouri State University, Associate Professor of Higher Education at the University of Arkansas Little Rock, and nearly 20 years as an adjunct faculty member and student affairs professional. Currently, Dr. Strom serves on the Board of Directors of the Council for Certification in Volunteer Administration and is an active presenter at the Association for Research on Nonprofit Organizations and Voluntary Action. Dr. Strom holds a BA in English from Ohio University, an MA in Guidance and Counseling from John Carroll University, and a Ph.D. degree in Higher and Adult Education from the University of Missouri-Columbia.

Yezdyar S. Kaosji, CFRE, MA (yezdyk@comcast.net; www.afp-cv.org)

Yezdyar Kaosji has worked in the not-for-profit and NGO field for over four decades at local, national, and international levels. His professional career includes a decade with the Junior Chamber International (JCI) movement, first as Secretary General of the Indian Junior Chamber and later as a Staff Director at the JCI World Headquarters in Coral Gables, Florida; two decades with the United Way in San Francisco, Stockton, and Los Angeles where he held senior management and fundraising leadership positions. For the past 6 years, he has provided capacity building and training services through YSK Consulting. Yezdyar is an active member of the international Association of Fundraising Professionals (AFP) and has served two terms on the Board of the International Foundation for Philanthropy. He is the 2008 President of the California Valley AFP Chapter. His various volunteer activities include Member of the Policy Council of the California Association of Nonprofits (CAN), Board Member of Fresno Barrios Unidos, and Advisory Council member for the American Humanics Program at Fresno State. He is a Certified Fund Raising Executive (CFRE), a JCI Senator, and a Paul Harris Fellow of Rotary International.

Ruth Obel-Jorgensen, MSW (415-957-9775; ruthoj@calsac.org)

Ruth was born and raised in the rural Central Valley and is an alumna of California State University, Fresno where she obtained a Masters in Social Work, emphasizing community organizing and advocacy, and an American Humanics Certificate in Non-profit Management and Leadership. Relocating to the Bay Area, Ruth has had the opportunity to work with the University of California Student Association and the Gay-Straight Alliance Network where she managed state and national programs and campaigns. Ruth recently joined the California School-Age Consortium team where she coordinates training and advocacy projects for after-school professionals throughout California.

Francine L. Oputa, MA (559-278-6946; francine@csufresno.edu; www.csufresno.edu/cvchi/)

Francine L. Oputa is director of Fresno State's Central Valley Cultural Heritage Institute. She also serves as director of the campus' National Coalition Building Institute Team. Previously, she was coordinator of the Women's Resource Center at Fresno State for over 15 years where she continues to serve as a co-director of the Violence Prevention Project. She also teaches periodically in Africana Studies and Women Studies. Mrs. Oputa began her professional career with the Fresno Department of Social Services. She has also worked in management for the Kings County Community Action Organization, Associated Center for Therapy and Rape Counseling Services of Fresno. Ms Oputa has a B.A. in Speech Communication, a Master's in Mass Communication and is completing a doctorate in Educational Leadership.

Jacqueline L. Ryle, Ph.D. (559-226-3623; drryle@aol.com; www.jackieryle.com)

Dr. Jacqueline L. "Jackie" Ryle owns Ryle Resources/Empowerment Strategies, offering individual and organizational facilitation and consultation. Known nationally for her training, facilitation, seminars and workshops, Dr. Ryle offers organizational intervention on a wide variety of topics, focusing on collaboration, communications, motivation, conflict resolution, and strategic planning. She is dedicated to assisting individuals to realize and fulfill their potential and to assisting organizations in capacity building and strategic planning to effectively meet their goals and objectives. Professionally, Dr. Ryle served as City Clerk for the City of Fresno for 28 of her 32 years with the City; coordinated the City's Human Resource and Organizational Development Program; and currently instructs courses for Alliant International University in the Masters in Organization Behavior and PsyD. Programs, and teaches in the American Humanics Program at Fresno State.

12:00 Strategic Luncheon Roundtables (UBC Patio)

- ◆ **Structured Dialog:
Established and Emerging Leaders
Facilitated by Francine L. Oputa**

1:00 Tools for Connecting (UBC 191)

Recruiting, Preparing, & Retaining a Skilled and Diverse Next-Generation of Nonprofit Sector Leadership

- ◆ **OpportunityKnocks.org**
- ◆ ***The Nonprofit Career Guide (2008)***
- ◆ **YNPN/Emerging Nonprofit Leaders Network**

1:35 Interactive Panel of Established and Emerging Professionals Moderated by Dr. Jackie Ryle

Panelists:

Mr. Koua Cha

Ms. Ashley Howard

Mr. Yezdyar Kaosji

Ms. Ruth Obel-Jorgensen

Dr. Don Simmons

Dr. Jacque Smith Garcia

2:45 "Speak up! Speak out! Sector Advocacy: Helping Funders to Invest" Dr. Matthew A. Jendian

Thanks to our Conference Presenters



Florence L. Green (213-347-2070, ext. 204, fgreen@CANonprofits.org)

Florence L. Green, Executive Director, California Association of Nonprofits, has been a leader, consultant, and trainer in the nonprofit community for over 40 years. Under her direction, CAN expanded its public policy leadership, launched the Non-profit Quality Reporting Initiative, and published the widely-used resource on California nonprofits, "Facts and Fallacies." Ms. Green is a founder of the National Council of Nonprofit Associations, a member of the Nonprofit Quarterly editorial board, and frequently appears at conferences and gives media interviews about nonprofit issues. She has twice been named among the 50 most influential nonprofit leaders in the country by *The Non-Profit Times*. Ms. Green authored "Ensuring Nonprofit Integrity," developed the Accountability Assessment Survey, and designed the five different accountability workshops CAN is currently using. She was also a panel member on the IS accountability project and was on an advisory committee with the Center for Charitable Statistics to revise Form 990.



Heather McLeod Grant (<http://www.forcesforgood.net>)

Heather McLeod Grant is an Advisor to the Center for Social Innovation at Stanford University's Graduate School of Business, the Center for the Advancement of Social Entrepreneurship at Duke University's Fuqua School of Business, and to leading nonprofits and foundations. Heather has more than fifteen years of experience in the social sector, and consults on issues of strategy and organizational development with leading philanthropic and nonprofit institutions such as the Omidyar Network. She holds an MBA from Stanford University and an A.B. from Harvard University, and resides in the Bay Area with her husband and daughter.

Koua Cha (cha_koua@yahoo.com)

Koua Cha graduated from Fresno State with a double major in Public Administration and Chemistry and the American Humanics Certificate in Nonprofit Management and Leadership. Koua is currently a Fellow at the Institute for the Development of Emerging Area Leaders through the Great Valley Center. As a Fellow, Koua works with the Fresno-Madera Medical Society's Board of Governors and their newly formed Foundation. Koua also works with Fresno Healthy Communities Access Partners as a Fellow on two projects improving healthcare access in Fresno County. As an AmeriCorps*VISTA through the Central Valley Health Network, Koua is responsible for re-designing clinical operations in outpatient care. Koua serves as Board President on the Fresno Barrios Unidos' Board of Directors.

Kate Henry (559-264-1513; kate@fresnononprofits.com)

Kate Henry is the Executive Director of the Fresno Nonprofit Advancement Council. She has been an active community member as a youth program director, a counselor in programs for mental health clients and those seeking recovery from drugs and alcohol. As a volunteer, she has worked with community organizations such as the Ameri-

can Red Cross, Lao Family Community, and the Woodward Shakespeare Festival. In 2005, Ms. Henry was the recipient of a Spirit of Community Engagement Award from California State University, Fresno where she received her Bachelor of Arts in social work and the American Humanics Certificate in Nonprofit Management and Leadership. She currently serves on local advisory boards including the Fresno County Inter-Agency Council on Families and Children and the American Humanics Advisory Council. She is a member of the National Association of Social Workers and Association of Fundraising Professionals.

Ashley Howard (559-799-5210; ashleyreeneehoward@gmail.com)

Ashley Howard graduated from California State University, Fresno in 2002 with a B.A. in Sociology, a minor in Criminology, and four professional certificates in the areas of Victimology, Special Event Planning, Nonprofit Management and Leadership Development and Serving At-Risk Youth. Ashley joined the team at One by One Leadership in August of 2003 as a part-time Event Coordinator. She worked with One by One Leadership for two and a half years in the roles of Marketing Coordinator and Marketing Manager and served as the Director of Marketing and Resource Development at One by One Leadership for one year, overseeing all campaign and marketing materials and activities. Ashley is now the Fund Development and Public Relations Specialist with the Girl Scouts Golden Valley Council. She serves as a Board member for the Association of Fundraising Professionals and the Volunteer Center of Fresno County. She also serves an Advisory Council Member and as adjunct faculty for the American Humanics Nonprofit Administration Program at Fresno State.

Matthew A. Jendian, Ph.D. (559-278-2891; matthewj@csufresno.edu)

Matthew A. Jendian received both his M.A. and Ph.D. in Sociology from the University of Southern California in August 1995 and 2001, respectively. He has been part of the sociology faculty at Fresno State since spring 1995 and currently serves as a tenured Associate Professor. Dr. Jendian is the founding director of the American Humanics Nonprofit Administration Program at Fresno State. He teaches courses on social issues, philanthropy and grant making, and social policy and advocacy/community organizing, and grant writing and evaluation, and is the author of the forthcoming book, *Becoming American, Remaining Ethnic*. Dr. Jendian is the 2007 recipient of the Temple Beth Israel Social Action Award and serves as a board member for several local nonprofit organizations, including Fresno Nonprofit Advancement Council, Fresno Housing Alliance, and Relational Culture Institute.

Tom E. Jones, Ed.D. (559-432-8124; worxjones@comcast.net; www.breakawaynow.com/)

Tom E. Jones is the founder of WORx, Inc. a Management Engineering firm based in Fresno. He is a specialist in Organizational Development with more than thirty years experience working with private businesses, public agencies, health care organizations, and nonprofit boards to improve governance and manage change. Thanks to his award-winning book— *IF IT'S BROKEN, YOU CAN FIX IT: Overcoming Dysfunction in the Workplace* and the contemporary companion *HELP! I'M SURROUNDED BY IDIOTS: A Workplace Survival Guide*—Dr. Jones's powerful message is reaching an ever-growing audience. He appears regularly on television and radio and his syndicated column *Breakaway Management* is featured in business journals nationwide. Dr. Jones holds Baccalaureate degrees in Business and in Management, a Master's degree in Management Engineering, and a Doctorate in Organization and Leadership. For eleven years, he was a faculty member and research advisor for the College of Professional Studies at the University of San Francisco where he was named 1991 Teacher of the Year.