



Workshops and Seminars

Workshop:
10/23/2024

HR for Nonprofits

At SCAF 9 am - 1 pm \$10

Register at www.s-caf.org

Seminars:

Two Free Cybersecurity Online - How Safe is Your Nonprofit?

Did you know that October is [National Cybersecurity Awareness Month](#)?

You know your team needs cybersecurity training, but you may not know where to begin.

When your team is being inundated with fraudulent emails and scams, do you know what to do?

Get up to speed on the basics of cybersecurity.

We invite your staff and volunteers to join us these two opportunities:

Essential Cybersecurity Questions for Leaders:

<https://www.eventbrite.com/e/how-safe-is-your-nonprofit-essential-cybersecurity-questions-for-leaders-registration-939766465797>

Wednesday, October 9

A Whole Lotta B.S. (Behavioral Science) about Cybersecurity:

<https://www.eventbrite.com/e/a-whole-lotta-bs-behavioral-science-about-cybersecurity-registration-969830608457>

Wednesday, October 16

www.s-caf.org
360-629-6878



Nonprofit Newsletter

Advancing Your Nonprofit Mission Through Valuing Staff: A Strategic Goal for Nonprofit Leaders - by Julie Vess

In the world of nonprofits, our mission is the compass that guides every decision, every project, and every effort. However, to truly advance this mission, it's crucial to recognize that the beating heart of any organization is its people. Valuing our staff, including the Executive Director, isn't just a nice to have; it's a strategic necessity. Here's how you can accomplish this goal effectively.

1. Foster a Culture of Appreciation

Creating an environment where staff feel valued begins with genuine appreciation. Regularly acknowledge the hard work and dedication of your team. Celebrate successes, both big and small. Personal notes, public recognition, and thoughtful gestures can go a long way in boosting morale and reinforcing a culture of gratitude.

2. Provide Professional Development Opportunities

Investing in your team's growth is an investment in the future of your organization. Offer opportunities for professional development, such as workshops, courses, and conferences. Encourage staff to pursue further education and certifications. When employees see that their growth is prioritized, they're more likely to stay committed and passionate about the mission.

3. Ensure Competitive Compensation and Benefits

Nonprofit organizations often operate on tight budgets, but competitive compensation and benefits are crucial for retaining top talent. Conduct regular salary reviews to ensure your pay scales are in line with industry standards. Providing benefits such as health insurance, retirement plans, and paid time off shows that you value your employees' well-being.

4. Promote Work-Life Balance

Burnout is a significant risk in the nonprofit sector. Encourage a healthy work-life balance by promoting flexible work arrangements, offering mental health resources, and respecting personal time. A well-rested, balanced team is more productive and more engaged.

(Article continued on the next page)

Stanwood-Camano Area Foundation
26911 98th Dr NW, Ste A
PO Box 1209
Stanwood, WA 98292



Grant Searches

SEARCHING FOR GRANTS?

Candid.

Foundation Directory

Reserve a workspace and our laptop dedicated to Candid Foundation Directory!

Did you see our FB and IG post about making Grant Searches a little easier? Come by our office and use the Dedicated Search Laptop utilizing the Candid Data Base with over 306,000 grantmakers and their info!

Questions? Reach out and ask Julie or Natalie!



2024 Funk and Junk Festival

The Funk & Junk Festival **raised over \$7500 for the RE/MAX Community Grant Chest.**

A grant cycle will be open for applications in January.

Article Continued...

5. Engage the Executive Director

The Executive Director (ED) plays a pivotal role in steering the nonprofit's mission. Ensuring the ED feels valued and supported is crucial. Provide regular feedback, professional development opportunities, and a clear vision of the organization's future. Involve the ED in strategic planning and decision-making processes, recognizing their unique insights and leadership.

6. Create a Collaborative Environment

Encourage open communication and collaboration across all levels of the organization. Foster an environment where ideas can be freely shared and where everyone feels their voice is heard. Regular team meetings, brainstorming sessions, and cross-department projects can enhance unity and drive innovation.

7. Implement Regular Feedback Mechanisms

Establish regular check-ins and feedback loops. Performance reviews, anonymous surveys, and suggestion boxes are excellent tools for understanding staff concerns and areas for improvement. This ongoing dialogue helps build trust and shows that leadership is committed to continuous improvement.

Conclusion

Valuing your staff, including the Executive Director, is not just about improving employee satisfaction—it's about driving your nonprofit's mission forward. When your team feels appreciated, supported, and engaged, they are more motivated to contribute to the organization's success. By prioritizing these strategies, nonprofit leaders can create a thriving workplace where the mission isn't just an idea but a lived reality.

Let's commit to making our nonprofits not only mission-driven but also people-centered. Together, we can achieve incredible things.

