

News & Views:

Non-Profits

An Informational Resource

Non-Profits Rewarded for Hiring Vets

Non-profits are now being paid (with tax credits) to hire military veterans. The recently amended Work Opportunity Tax Credit (WOTC) expands existing incentives to hire qualified veterans. The new initiative by Congress encourages non-profits specifically to hire vets. For each veteran hired, a non-profit can receive up to \$6,240 in tax credits that reduce the employer's share of social security tax.

Non-Profits Support Impact Investing

Non-profits have a growing interest in using their financial resources to develop and implement innovative approaches to financing social change in the world. One of the non-profits spearheading "impact investments" is the Nonprofit Finance Fund, which manages \$225 million for philanthropic and private sector organizations.



Impact investors understand that for-profit investment can be both a morally legitimate and economically effective way to address social and environmental challenges. A growing number of banks in the US and Europe are launching impact investing products

for their clients. Leading business schools and some private foundations are also embracing impact investing and the idea that all their assets should contribute to the social mission they were set up to fulfill. Even governments are getting involved through social impact bonds and other tools.

The concept is moving from deal making to developing social movements to build new systems via new regulations and policies. It also fosters new approaches to leadership that celebrate collaboration and execution more than just vision and charisma.

The questions more and more non-profits are asking themselves are: "What social challenges do I want to address, and how can impact investing be one of the tools I use to address them?"

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Collaboration is Key for Philanthropists

Grant makers who dialogue regularly with their funding recipients and other stakeholders are more likely to produce greater impacts with their philanthropic dollars than they would have otherwise; so says a new survey by Grantmakers for Effective Organizations (GEO).

The study reports that philanthropic organizations make smarter decisions with their funds if they work closely with grantees. For example, those foundations that foster two-way learning

between them and their grantees are three times more likely to provide multi-year grants addressing deep-rooted community problems.

Such dialogues have also increased general operating support some three-fold, and building capacity support two-fold. The study reveals that these types of support have become core elements of grant-making strategy and that the distressed economy has reduced these overall numbers temporarily.

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Nonprofits Measure Outcomes, Manage Performance Online

PerformWell, a new Internet-based management tool for non-profits, was launched in March. It's designed to help non-profits improve their services.

This online tool lets non-profits conduct ongoing internal performance management with real-time data collection and analysis to foster continuous improvement.

Many non-profits lack the software, training and knowledge that it takes to manage their organiza-

tions effectively. PerformWell was designed to facilitate consistent, quality service delivery; improve client outcomes and justify funding.

"Imagine how many more communities, families and individuals could be helped in this country if all non-profit organizations in the nation were working at peak performance."

With the increased competition for funding, thanks to the tough economic times, foundations are being very selective. As a result, it is more important than ever to be well managed and accountable. The push to be performance driven is now extending beyond the manufacturing sector into services like those of non-profits.

"Imagine how many more communities, families and individuals could be helped in this country

if all non-profit organizations in the nation were working at peak performance," said Kristin Moore, senior scholar, Child Trends.



PerformWell was developed by the Urban Institute, Child Trends and Social Solutions. The link to the new portal is: <http://www.performwell.org/>

From Paper to PCs to Tablets

An opportunity to explore the business drivers and skills needed for today's business process revolution may be coming to a city near you. The 13-city tour of the seminar series, "The Process Revolution: Move your Business from Paper

to PCs to Tablets," kicks off in May and runs through October.

The seminar provides information professionals with the knowledge, toolkits and peer connections they need to revolutionize their organization's processes. Specifically it will

help organizations to:

- transform processes by tapping into the benefits of smart phones and tablets,
- find ways to extract value from the massive amounts of information they accumulate,
- use the cloud to deploy solutions faster,
- use social technologies to create deeper relationships with employees, partners and customers,
- improve business

processes with digitization,

- drive paper bottlenecks out of customer engagement,
- automate the workplace.

The tour cities are: Houston, Dallas, Denver, Anaheim, Bellevue, San Francisco, Minnetonka, Chicago, Toronto, Washington D.C., Atlanta, Boston and New York.

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Meanwhile, grant-makers are shortening the proposal review process and the time it takes to disperse funds. In 2008, it took 90 days to award a grant from the time an application was received; but in 2011, it took only 60 days. Then, following approval, it had taken 21 days to make an initial payment in 2008; but only 15 days in 2011.



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To learn more about **P2R Associates**—please contact Gordon Cole at (248) 348-2464 or gcole@p2rassociates.com.

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