

Tip\$ and Treasure\$ Weekly

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Announcements

Save the date!

Thursday, May 28th, 2009
11:30 a.m. - 1:00 p.m.

The next Table Topics session will focus on using social networking tools to connect with your supporters, raise money, and promote your mission.

Watch next week's Tip\$ and Treasure\$ for all the details.

Looking for work? We'd like to help.

NonProfit Solutions would like to add a new column to assist those searching for employment.

Send a 3-sentence description of your back ground and position

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Make Sure your Policies are Grounded in Reality

Ensuring an environment of ethical behavior includes developing core values, a code of ethics and a conflict of interest policy, said Walter Bristol CPA, executive vice president of corporate operations and chief financial officer of the American Heart Association, and Joan Pastor, Ph.D., president of JPA International, Inc.

The comments were made during the American Institute of Certified Public Accountants' Not-For-Profit Financial Executive Forum in San Francisco.

Bristol and Pastor added that nonprofits should have in place board fiduciary guidelines, an internal risk reduction program, a policy on accepting personal gifts, use of assets policy and a prohibition of loans to volunteers and senior staff.

Even with proper practices in place, organizations need to consider the psychological factors that arise for whistle blowers when a violation has been witnessed.

Making the moral choice

In addition to their official duties, nonprofit managers find that they practice ethics on a

you seek to
admin@nonprofitsolutionsw.com.

Include an email address where you can be reached. We'll post the information in Tip\$ and Treasure\$ Weekly!

Our Clients Get Results!

Call on us for:

- visionary, accountable boards of directors.
- creating real, deliberate, discernible change.
- sustainable, diverse funding streams.
- trusting, productive meeting environments.
- long-term, quality staff relationships.
- higher visibility in your community.
- an open and responsible organizational culture.
- making the sum of the parts work for the whole.

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routine basis. Personal, professional and public expectations converge to challenge managers almost daily.

In their book "The Ethics Challenge in Public Service," Carol W. Lewis and Stuart C. Gilman offer several terms and definitions that they say will help in getting a clear vision of ethical conduct.

Among these terms are:

-- Ethics. This involves thinking systematically about morals and conduct and making moral choices about right and wrong when faced with ethical dilemmas. It goes beyond thought to performance and action.

-- Moral choice. This is the would-should divide, the heart of good moral character to which most of us are exposed as children. The "mama test" (what mama would have said) clarifies simple choices between right and wrong.

-- Moral judgments. These are what individuals must make when they find themselves between the rock and hard place of incongruent duties and conflicting claims -- the stuff of ethical dilemmas. Unfamiliar situations, organizational and technological impersonality and professional and public power intensify pressures.

-- Moral character. This means having appropriate ethical values and is associated with attributes such as honesty and fidelity. Character is a sort of internal gyroscope that helps a person distinguish right from wrong.

To view the entire article on The NonProfit Times website, click [here](#).

Workshops, Events, Seminars and More!

SPSCC Hawks Prairie Campus presents
Sixty Minute Solutions

Tips to Identify Grants and Apply for Funds

[SolutionsNOW! Consulting](#)

[Nonprofit Leadership
Institute News](#)

[Community Fundraising
Event Calendar](#)

[Job Board](#)

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Come and get an overview of the grantwriting process and tips for making your search successful.

WHEN: June 3, 2009, noon - 1:00

WHERE: Hawks Prairie Campus of South Puget Sound Community College

COST: \$29 includes presentation & lunch.

Pre-registration required before May 25, 2009. Call 360.596.5747 or 360.596-5752.

Fundraising Opportunities

The Women's Leadership Council is soliciting applications for their 2009 funding cycle.

Eligibility requirements and application forms are available at www.unitedway-thurston.org and are due May 18, 2009. An informational training for interested applicants will be held:

Wednesday, April 15th, 3:30 - 5:00 p.m.
Olympia Timberland Regional Library
(conference room)
313 8th Ave. SE, Olympia

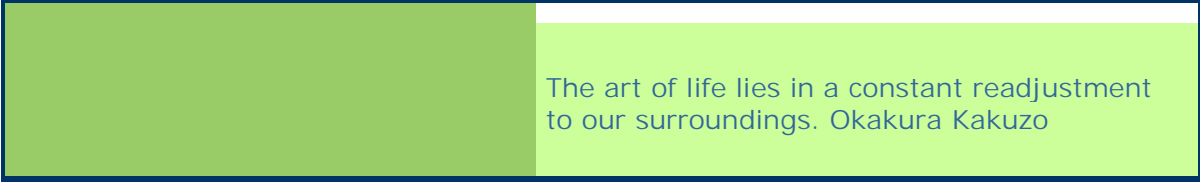
Please RSVP for the training by contacting Ellen Zito at 943-2773 x 15 or ezito@unitedway-thurston.org. For additional information please contact:

Pam Toal
Executive Director
United Way of Thurston County
ptoal@UnitedWay-Thurston.org
360.943.2773 x 10

Open Positions

No new listings identified for this week.

Quote of the Day



The art of life lies in a constant readjustment
to our surroundings. Okakura Kakuzo