



NPSDC ANNUAL REPORT

Issue 2: January - December 2006

Established in March 2003, the Non-Profit Staff Development Coalition (NPSDC) Project is a collaborative community project serving non-profit human services organizations in the Seattle-King County area.

NPSDC's mission is to help staff in non-profit human services organizations reach professional and personal excellence by protecting, nurturing, strengthening and enhancing the staff development function in their organizations. This is being achieved by collaboratively working on three Coalition Initiatives: Staff Training; Transfer and Application of Learning for Effective Job Performance; and promoting, strengthening and reinforcing a consistent "learning culture" within Coalition member organizations.

THE YEAR IN REVIEW: 2006

Perhaps the busiest year yet for NPSDC, 2006 saw a significant increase in membership, staff training activities, participation in staff training and increased levels of skill and knowledge application.

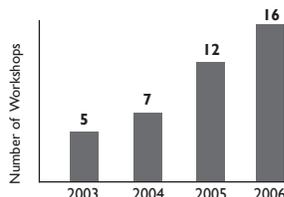
NPSDC MEMBERSHIP:

12 organizations joined the Non-Profit Staff Development Coalition in 2006, increasing its current membership total to 38 member organizations. These included:

- The Arc of King County
- Big Brothers Big Sisters of King and Pierce Counties
- Childhaven
- The Compass Center
- Evergreen Children's Association/Kids Co.
- Literacy Source
- Low Income Housing Institute
- Multifaith Works
- Northwest Center
- Powerful Voices
- United Way of King County
- Washington Assistive Technology Foundation

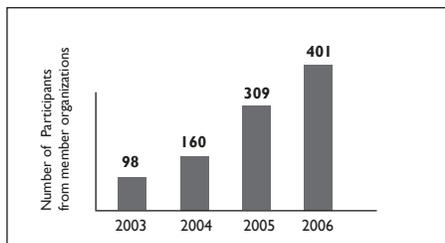
NPSDC STAFF TRAINING:

The number of workshops developed and delivered by the NPSDC has been increasing year after year.



In 2006, 16 workshops were delivered to staff of NPSDC member organizations as well as non-member organizations. These workshops addressed a variety of **high priority training need areas** identified in the 2006 Staff Training Needs Survey, administered to the member organizations. Some of these need areas included *collaboration skills; time/task management; client self-efficacy; conflict management; cultural competency skills; learning styles and multiple intelligences; budgeting & financial literacy skills; special issues series addressing mental health, learning disabilities and substance abuse; presentation and facilitation skills; and team building with Dependable Strengths.*

Staff participation in these workshops also increased averaging between 40-50 participants for a workshop and in a couple of workshops as many as 70. It was also good to see a higher percentage of staff from member organizations (versus non-member organizations) participate – (an average of 70-90% per workshop).



The majority of the 16 workshops received very positive evaluations. Three workshops were repeated within the year due to high demand.

TRANSFER AND APPLICATION OF LEARNING:

The NPSDC “learning pods” session was incorporated into the last 20 – 30 minutes of each workshop in 2006. The NPSDC Committee developed an **Action Plan Form** for participants to complete during the learning pods sessions. The purpose is to encourage participants to commit to sharing their learning and applying the learned skills or acquired knowledge.

Copies of the completed Action Plans were given to the NPSDC Committee Members to provide ongoing follow-up and support of the participants’ commitments, and to facilitate avenues for participants to share their learning at their workplaces. As a result, many Committee members reported seeing the strengthening of “learning transfer” from the NPSDC workshops, at their organizations.

PARTNERSHIPS:

NPSDC continued to add to its partnerships an increasing cadre of **quality trainers**. In 2006, 15 trainers developed curriculum and delivered workshops addressing identified need areas.

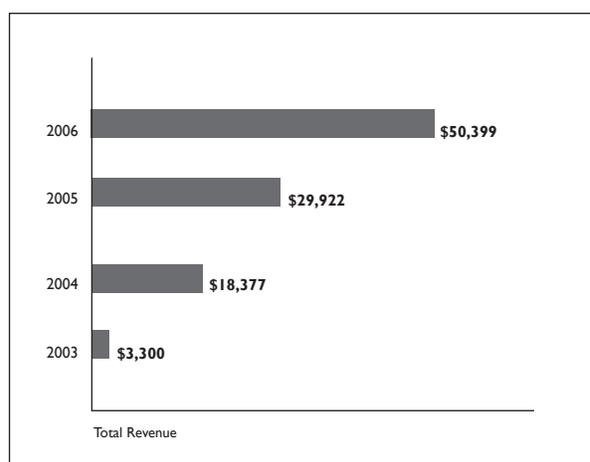
Additionally, NPSDC **collaborated with two organizations, New Futures and King County Dispute Resolution Center**, to deliver workshops on cultural competency skills and conflict management respectively.

In their ongoing partnership with NPSDC, **three facilities (Safeco South Jackson Street Center, The 2100 Building and Building 2 – Highline Community College)** continued to provide locations for NPSDC workshops at minimal or no cost.

Because NPSDC workshops are also open to the larger non-profit community as well as other sectors of the workforce, workshop announcements are sent out on a wide scale with the help of several organizations and groups such as Seattle Human Services Department’s Survival Services Unit, Seattle SHRM, the NonProfit HR group, NonProfitNetworking listserv.

FINANCIALS:

In January 2006, the NPSDC Committee agreed to an increase in workshop registration fees, to more adequately supplement direct operational project costs - (including trainer honorariums; facility rental; workshop materials, supplies and refreshments; online registration fees per workshop; online registration costs per participant; project coordination (staff’s time per workshop) - and continue operation of this “break-even” project.



Gross revenue generated from 16 NPSDC workshops in 2006 totaling \$ 50, 399 continued to increase over the previous years.

“The value for our agency is in the quality and content of the training NPSDC provides for non-profit organizations. By contributing as a committee member, Neighborhood House is granted the opportunity to have direct input into curriculum decisions which further ensures that our training needs are met (or even exceeded).”

(Roberta Furst – Neighborhood House)

“I feel the NPSDC for non-profits is an amazing resource! Our organization attends these trainings. The training offered is what our organization needs and looks for. Thanks for providing this to non-profits and using progressive trainers.”

(Kathryn Daily – Lifelong AIDS Alliance)

“NPSDC has offered many opportunities for staff members at The Arc of King County to attend quality trainings, geared to individual needs and interests, at an affordable price. As a Committee Member, I have appreciated the opportunity to share experiences, discuss training issues and network with so many talented people from so many great non-profit organizations in our community.”

(Mary Jo Magruder – The Arc of King County)

NPSDC CURRENT COMMITTEE MEMBERS:

NPSDC PROJECT LEAD:

Center for Learning Connections (CLC)
Anna McCain, Project Manager

ALLIANCE OF PEOPLE WITH DISABILITIES

Gladys Springborn Brannigan, Assistant Director

AMERICAN RED CROSS (serving King & Kitsap Counties)

Nancy Watchie, HR Generalist

THE ARC OF KING COUNTY

Mary Jo Magruder, Project Coordinator
Becky Kell, Coordinator – Survival Services/Individual Advocacy

ATLANTIC STREET CENTER

Deborah MacWilliams, HR Generalist

BIG BROTHERS BIG SISTERS OF KING COUNTY

Kate Vlasak, HR Manager
Mary Eells, Program Supervisor

CARES OF WASHINGTON

Lars Novak, Director

CATHOLIC COMMUNITY SERVICES (King County)

Josephine Tamayo Murray, Agency Director

CAPITOL HILL HOUSING IMPROVEMENT PROGRAM

Cathy Capers, HR Director

CHILDHAVEN

Nancy Del Villar Vive, HR Manager
Bethany Larsen, Education Coordinator

CHILDREN'S HOME SOCIETY OF WASHINGTON

Leslie Markham, HR Manager
Mike Fitzpatrick, Director – PIRC

THE COMPASS CENTER

Ellen Hurtado, Community Housing Manager

EXECUTIVE SERVICE CORPS OF WASHINGTON

Nancy Long, Executive Director
Yvonne Freitas-McGookin, Consultant

HOPELINK

Tamara Barrat, HR Manager

HOUSING RESOURCES GROUP

Susan Williams, HR Director
Beth Rosmaryn, Office Manager

KIDS CO./EVERGREEN CHILDREN'S ASSOCIATION

Jennifer Cooke, Director-Childcare Operations

LIFELONG AIDS ALLIANCE

Kathryn Daily, HR Coordinator

LITERACY SOURCE (Community Learning Center)

Anne Helmholz, Executive Director
Kyna Moser, Instructional Program Coordinator

LOW INCOME HOUSING INSTITUTE

Cherry Crank, Resident Services Assistant
Janel Fox, Resource and Education Coordinator

MULTIFAITH WORKS

Lydia Assefa-Dawson, Housing Program Director

MULTI SERVICE CENTER

Linda Purlee, Director – Emergency Services

NEIGHBORHOOD HOUSE

Roberta Furst, HR Manager

NEW FUTURES

Heidi Schillinger, Training Director
Jennifer Rocili, Trainer

NORTHWEST CENTER

Tracey Lyman, VP – Community Affairs & People

PLYMOUTH HOUSING GROUP

PUGET SOUND NEIGHBORHOOD HEALTH CENTERS

Theresa Norris, HR Director

POWERFUL VOICES

Ann Muno, Director
Rita Alcantara, Program Director

RUTH DYKEMAN CHILDREN'S CENTER

Jodi Ryznar, VP - Human Resources

SEATTLE GOODWILL

Christi Slack, Executive Assistant

SEATTLE JOBS INITIATIVE

Gloria Hatcher Mays, Project Manager Capacity Building

SEATTLE CHINATOWN INTERNATIONAL DISTRICT PRESERVATION AND DEVELOPMENT AUTHORITY

Kimberly Gilman, HR Manager

SENIOR SERVICES OF SEATTLE/KING COUNTY

Karen Beisner, HR Manager

SOLID GROUND (formerly Fremont Public Association)

Teresa Ballard, HR Coordinator
Kathy Crumlish, HR Director

UNITED WAY OF KING COUNTY

Kimberly Washburn, HR Manager

UNIVERSITY PRESBYTERIAN CHURCH

Marilyn Hill, Director of HR
Melissa Hill, HR Assistant

WASHINGTON ASSISTIVE TECHNOLOGY FOUNDATION

Frances Pennell, Executive Director
Andrea Dimond, Program Director

YOUTH IN FOCUS

Bob Perkins, Executive Director

YWCA OF SEATTLE – KING COUNTY – SNOHOMISH COUNTY

Matthew W. Bullock, HR Director
Shara Mansfield, HR Generalist



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