



# 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.

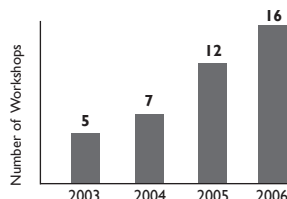
### NPSDC MEMBERSHIP:

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

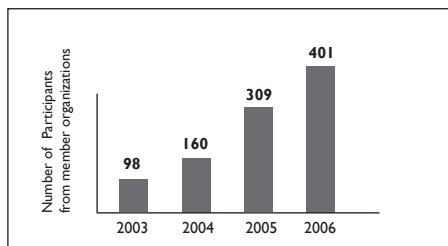
### NPSDC STAFF TRAINING:

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.

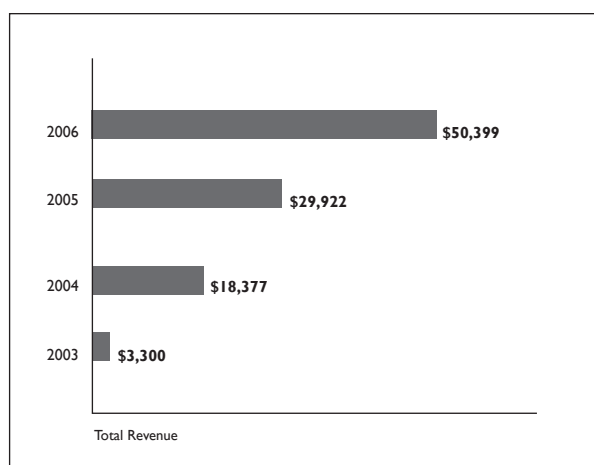
Additionally, NPSDC **collaborated with two organizations, New Futures and King County Dispute Resolution Center**, to deliver workshops on cultural competency skills and conflict management respectively.

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)

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## 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



A project of  
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