

see why **80%** of your...

## From the President's Office

Dear Friend:

Compensation is one of the hottest issues in the nonprofit sector. Donors rightly want to know how their hard-earned dollars are being managed. Nonprofit leaders are concerned about attracting and retaining skilled people necessary to meet their mission goals. And every so often we learn of an abuse or excess that attracts breathless media attention and political scrutiny, casting a shadow on all of us working in the sector. A newly released report from the IRS's Exempt Organizations Executive Compensation Compliance Project represents an important step toward helping nonprofits report compensation accurately.

The IRS launched this initiative in 2004. Part I of the project involved sending compliance check letters to 1,223 organizations. These letters were sent to a sample of nonprofits whose Forms 990 and 990-PF were missing information in certain categories, indicating that they warranted a follow-up. Part II consisted of 782 examinations, 179 of which resulted from responses to the compliance checks. The initiative looked not only at salaries and benefits but also at charities' reporting of excess benefit transactions (intermediate sanctions) and self-dealing by private foundations.

Why are these efforts so important? ... [Read more](#)

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## A Year in the Life of a Fundraiser: Year-round Fundraising for Everybody

*Fundraising throughout the year can be easier (and less work) than you think.*

The big day is here ... the one you've been working and planning toward all year ... your annual fundraising event. It's a success! Fantastic! Well done! Take a breath. Congratulate your staff and yourself, thank your supporters, and let the celebration dust settle before you start planning for next year. ... [Read more](#)

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## Volunteers, Part I: What Makes Them Stay?

*What can you do to keep your volunteers coming back to give more of their time and talents?*

It's no secret that a dedicated group of volunteers is an important cornerstone of many nonprofit agencies. In fact, according to a recent study, approximately 6 million volunteers are active in American nonprofit organizations, contributing a total of more than 15 billion volunteer hours. ... [Read more](#)

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## On the Delicate Subject of Writing Fundraising Materials by Committee

*A camel, an old saying goes, is a horse built by a committee. Writing fundraising materials by committee can be equally effective.*

Moments like this happen quite often in my workshops. I'll mention something that industry professionals pretty much all agree on. The perfect example: Repeated tests find that four-page letters used to acquire new donors typically outpull one-page letters, all else being

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### April Question of the Month

Has your organization ever received an on-line donation?

Share your answer

equal. Counter-intuitive? Absolutely. But much of direct mail practice seems at first glance contrary to common sense. ... [Read more](#)

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## Ensuring New Employees' Success: Best Practices for Employee Onboarding

*Some simple steps can make a new employee feel welcome in a new job instead of at sea.*

Imagine it's your first day at a new job. You arrive at an office where no one seems to be expecting you. After locating your workstation, you realize that no one has shown you how to log into your computer or get an outside line on your phone. You do not have a clear idea of what you are expected to do first in your new job. Your supervisor is nowhere to be found, and you are starting to question your decision to accept this position. ... [Read more](#)

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## International Giving by Public Charities

*Best practices for charities that work internationally or support efforts or individuals overseas.*

This article is a guide for public charities that want to engage in activities outside the United States. It addresses the federal tax laws governing the use of funds by public charities as well as anti-terrorist financing laws. This article does not cover the additional restrictions placed on private foundations. ... [Read more](#)

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## Paper-Thin Transparency: March Question of the Month Results

*What documents do nonprofits use to demonstrate transparency and accountability? And why does it matter?*

The March Question of the Month asked Newsletter readers, "What documents does your organization use to demonstrate accountability and transparency to your donors and funders?" Transparency and accountability are crucial components for any nonprofit wanting to demonstrate its commitment to honest and responsible philanthropy. ... [Read more](#)

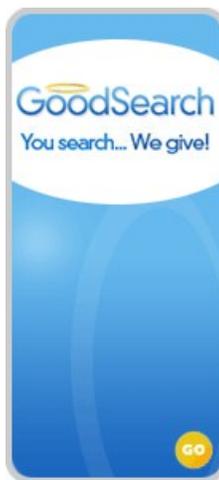
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## GuideStar on the Road

*GuideStar staff members will be at the following events this month. [Click here](#) to learn more.*

- Apr. 4-5: 2007 Nonprofit Technology Conference, Washington, D.C.
- Apr. 18: Community Board Institute, Dallas, Tex.
- Apr. 29-May 1: Council on Foundations Annual Conference 2007, Seattle, Wash.

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