NAO launched its third Leading for Equity and Inclusion Cohort in Grants Pass in May. The cohort includes 23 nonprofit leaders across Southern Oregon who will meet over a six-month period to develop and refine leadership skills and build a strong peer network to advance diversity, equity and inclusion work in their communities. The curriculum is designed around NAO’s Diversity, Equity, and Inclusion Framework which help build skills and facilitates learning around three main competencies:

1. Increase Awareness and Knowledge
2. Take Action and Change Behavior and
3. Analyze Systemic Power and Transform Systems

Full-day training sessions are supplemented by monthly coaching conversations and, as needed, peer-led convenings. Participants will explore each competency from three points of view: as individuals, in groups, teams and organizations, and from a systems-level analysis. Together, the cohort will reflect on who in the community may be unintentionally excluded, seek to understand different cultural norms, and build skills to recognize and address different needs. The cohort is structured to support leadership development in navigating differences, advancing equity and inclusion change efforts and developing leadership skills to navigate difference, and transforming the dynamics of oppression, power, and privilege.

In addition to NAO faculty, including Senior Consultant, Cliff Jones, Senior Consultant, Wenda Tai, and Consultant, Alexis Millett, we are thrilled to be partnering with two local trainers and organizations that are helping make this possible. Gilda Montenegro-Fix and Marjorie Trueblood-Gamble, members of local equity coalitions and nonprofits, are supporting the cohort locally. NAO would like to thank The Ford Family Foundation and the Health Care Coalition of Southern Oregon for making this cohort accessible for nonprofits in Southern Oregon. We’re excited to be building our alliances and networks to further this important work across the state.

Stay tuned for updates from participants in our next newsletter!

Share this story
GOVERNOR KATE BROWN HONORS LATINO COMMUNITY

Sara Curiel Paez, NAO’s Director of Latino Programs attended a reception June 29 honoring the Latino community at Mahonia Hall, hosted by Oregon Governor Kate Brown. The reception was by invitation only and included Latino leaders from across the state. Sara works across the state of Oregon, particularly in rural areas, delivering training and facilitation on strategic planning, leadership development, diversity, equity and inclusion, project management, and organizational development. She manages NAO’s Latina Associates for Collaborative Endeavors (LACE) initiative, a network of Latina professionals focused on enhancing professional technical assistance and capacity building to nonprofits across the state. Gov. Brown expressed her sincere appreciation for the hard work Latino leaders are doing in support of all Oregonians. “We were deeply honored to have been invited as Latina leaders to the Governor’s mansion in recognition of the contributions we are making in our communities,” said Sara.

WHAT IS LACE?

Due to an increasing number of requests for Spanish-speaking nonprofit facilitators, trainers, and consultants, NAO created the LACE initiative. LACE is a consortium of Latina professionals who have found common ground in serving the Latino community through aligned values and purpose.

The name LACE was chosen to represent the formation and unity of tactile and feminine units to form something beautiful, tangible, and strong. Latinas represent various cultural and ethnic values to creatively build community and assure equity and inclusion for an ever-diversifying intercultural society. LACE is a network of highly qualified women professionals positioned and ready to deliver technical assistance and capacity building to nonprofit organizations across the state. Learn more

NONPROFIT JOBS

The Chehalem Cultural Center is seeking Executive Director.

Twenty-five miles southwest of Portland, this vibrant regional nonprofit located in the heart of Oregon’s premier wine country is well positioned to claim its role as a jewel. This is a unique opportunity for a skilled leader with a passion for the arts to connect community and culture. Learn more

Apply by: Friday, July 14

Sitka Center for Art and Ecology is seeking an Executive Director to work with an experienced and cohesive staff, a strong board of directors, and a financially stable organization. Staff, teachers, residents, students, board members, and visitors all have experienced the magic that can happen at Sitka. Learn more

Apply by: Sunday, July 16

Sisters Of The Road is seeking an Executive Director to work as both a grounding and an invigorating force, someone who is deeply motivated by the organization’s mission to build authentic relationships and alleviate the hunger of isolation in an atmosphere of nonviolence and gentle personalism that nurtures the whole individual, while seeking systemic solutions that reach the roots of homelessness and poverty to end them forever. Sisters is a nonprofit cafe in Downtown Portland. Learn more

Apply by: Tuesday, July 18

NAO has partnered with Mac’s List, Oregon’s premier job board, to offer you discounts and widen your reach when you post a job with us. Search their extensive database for career opportunities in the nonprofit section, or volunteer intern opportunities. View job board

NAO members receive $15 off postings!
NAO is excited to announce that in September 2017 we will be launching a Financial Success for Nonprofits Certificate program for NAO members! This certificate is offered in partnership with eCornell – the Cornell University online learning platform - providing online professional and executive certificate programs. Our members have told us that leadership in the business of running a nonprofit is a major factor for their organizations’ success. They have expressed keen interest in having access to high-quality, flexible and affordable learning opportunities that focus on financial sustainability. They’ve also asked that the program be accessible from anywhere in the state of Oregon. We are thrilled to be able to bring this focused business program to our members working in collaboration with eCornell as its first nonprofit sector partner in the country! The online courses are designed to ensure flexibility, collaboration and networking with fellow participants during and after the courses – all this at affordable rates for NAO members! NAO members will receive a Financial Success for Nonprofits Certificate from Cornell University on completion of the program. More details to come soon – stay tuned!

LOOKING FOR CONSULTING SERVICES? CONTACT NAO!

As the statewide membership organization serving Oregon’s nonprofit sector, NAO is uniquely positioned to provide expert consulting services to nonprofits, no matter its size, subsector, challenges and opportunities.

NAO’s consultants are experienced and skilled professionals who actively work in the nonprofit sector. They bring a strong commitment to diversity, equity and inclusion in every consulting engagement, understanding the challenges and opportunities unique to Oregon’s rural and urban communities. Clients consistently express satisfaction and appreciation for the demonstrated strategic outcomes their organizations have experienced as a result of NAO consulting.

NAO knows that every organization’s needs are unique, so we work with our clients to develop a consulting engagement that meets their desired goals and outcomes, is flexible with their timelines, and works with their budgets.

**Organizational Development Consulting**
Our consulting team has extensive practical experience, diverse cultural backgrounds and impeccable educational qualifications.

**Executive Transition Services**
NAO has an experienced quality network of Associate Consultants that provide specialized services to support organizations in times of transition.

**Interim Executive Director Services**
NAO’s Interim Executive Directors have served in executive and board roles. They bring practical leadership and organizational development expertise to support nonprofits’ needs.

**Executive Search Services**
NAO brings unique expertise, extensive connections and a nonprofit lens to finding the right leader with the right set of skills and experience for your organization.

**Interim Development Director Services**
Fundraising cannot stop because an organization is experiencing a transition. A seasoned Interim Development Director brings a fresh perspective and a sense of possibility to organizational development efforts.

NAO’s consulting services are offered exclusively to NAO’s 501(c)(3) nonprofit members.

YOUR NEWS HERE

We encourage NAO members to send news, success stories, events, or announcements for inclusion in our quarterly newsletter. All submissions (or questions) should be sent to news@nonprofitoregon.org. Because of limited space, NAO’s communications team will review submission and determine inclusion in the next newsletter.

This is a membership benefit only for NAO members.

Already an NAO Member? Thank you!

Not an NAO Member? Join today and take advantage of our benefits!
During the 2017 school year, NAO hosted a rotating team of four students from De La Salle North Catholic High School’s Corporate Work Study Program (CWSP). The CWSP student team interned at NAO to gain valuable work experience performing a variety of administrative and program support tasks. Here’s what one of our interns had to say about his internship experience:

Name: Kadren | Grade level: Junior | Hobbies: Basketball

How long have you been interning at NAO?
4 months

What were your first impression(s) when you began your internship?
My first impression of NAO was that it was just a sit-down at your desk all-day type of job but I was wrong. The type of work that I have received has been for the most part different every time I came in.

What are some projects you worked on?
A couple projects I worked on were HTML coding, data collecting and nonprofit research.

What are three skills you have gained working at NAO?
Better with Excel, communication skills have improved and I developed important coding skills.

What have you learned about NAO or about the nonprofit sector?
One thing I have learned about NAO was that there are a lot of different types of nonprofits and NAO helps them all.

What were some challenges you faced while interning?
One of the challenges I faced were trying to figure out how to fit in and bring something to the table so when I leave I feel good about myself, and I did. They turned me into an experienced young man.

What plans do you have for life after high school?
When I am out of high school I want to pursue into marketing.

The Nonprofit Association of Oregon is the statewide membership organization providing a unique vehicle for nonprofit sector expression and support. At NAO, we believe the nonprofit sector strengthens the fabric of our democracy and our communities. Nonprofits create many public benefits such as opportunities to participate in civic affairs, enrich cultural life, provide needed services, generate significant economic impact, address inequities, and create innovative solutions to community issues. By representing and supporting nonprofits of all sizes and geographic locations across Oregon, we strive to convene, build capacity, promote best practices and be a thought leader to help nonprofits build a thriving and vital Oregon.

For more information, visit: www.nonprofitoregon.org

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