

THE CAPACITY BUILDER

NMAC TECHNICAL ASSISTANCE, TRAINING AND TREATMENT DIVISION NEWSLETTER

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CONSULTANTS ON THE MOVE

Eric Crenshaw, Washington, DC



Eric Crenshaw, CEO of The Center for Government Management (CGM) has over 30-years of experience in the management consulting industry. CGM provides clients with technical assistance

and training in strategic planning, fiscal management, resource development, and other areas of organizational development. CGM also provides consulting in risk management, business process improvement and performance management. Recently, CGM has delivered curricula for the National Minority AIDS Council's (NMAC) Strategic Planning, Human Resource Development and Board Development workshops.

In a recent interview Mr. Crenshaw stated, "Like CGM, NMAC's service delivery platform is anchored in the belief that the only sustainable organizational advantage is *world class service*. We are honored to work with NMAC as it rolls out its new training initiative series in the Technical Assistance, Training and Treatment (TATT) division. We're committed to NMAC because of its history of delivering excellence and we expect the new offerings to be the next installment in that rich history."

2008 UNITED STATES CONFERENCE ON AIDS

September 18-21, 2008 • Fort Lauderdale, FL

The United States Conference on AIDS (USCA) is one of the largest skills building conferences on AIDS in the United States. USCA provides the opportunities for health professionals to network, receive the latest updates, and learn cutting-edge tools to address the challenges of HIV/AIDS. This year's USCA will be held on September 18-21, 2008, in Ft. Lauderdale, Florida at the Greater Fort Lauderdale/Broward County Convention Center and sessions will focus on nutrition, treatment, prevention, and international issues relating to HIV/AIDS. The 2008 USCA's theme, "Looking Back, Moving Forward," is a testimony to the dedication and hardwork of those on the frontlines in the fight against HIV/AIDS. The expected 3,500 participants will attend seminars, workshops, roundtables, and poster presentations focused on HIV/AIDS prevention and treatment.

For additional information regarding registration, session topics, travel information, and more, please visit www.2008usca.org.

AGENCY SPOTLIGHT

Harm Reduction Coalition, New York, NY & Oakland, CA



The Harm Reduction Coalition (HRC) is a national advocacy and capacity-building organization that promotes the health and dignity of individuals and communities impacted by drug use. HRC was founded in 1994 by a working group of needle exchange providers, advocates and drug users.

Today, HRC is comprised of a diverse network of community-based organizations (CBOs), service providers, researchers, policy-makers, academicians, and activists, who challenge the persistent stigma placed on people who use drugs and advocate for sensible policy reform. HRC works to advance policies and programs to help people address the adverse effects of drug use, including overdose, HIV, hepatitis C, addiction, and incarceration.

Every two years, HRC puts together an abstract-driven, national conference. The 7th National Harm Reduction Conference is taking place on November 13-16, 2008 in Miami, Florida. This year's theme is, "Harm Reduction: Towards a National Policy."

For more information on Harm Reduction Coalition, conferences, and their programs, please contact HRC at hrc@harmreduction.org.

TA 101 | Resource Development

Bernard Warren, CEO of Bernard Warren & Associates

Managers and directors at nonprofit organizations (NPOs) often consider fundraising their only resource development activity, when they should be including fundraising, proposal writing, board contributions and collaboration. Resource development is the strategic utilization of the organization's *total means* to support the organization's sustainability by increasing resources at its disposal or by increasing production and revenue.

Resource development should be an inclusive process; you need to decide how your efforts will fit under and in your mission and vision. Ask yourself these five questions when considering RDP efforts:

- What is my goal?
- Is it true to my mission/vision?
- Do I have the skills or the relationships to be successful?
- Are the people who will benefit involved in the decision making process?
- How will this benefit my organization and community?

Groups seem to think that federal, state or municipal grant opportunities are their only resources. Your efforts should include proposal development from a strategic point of view, i.e., what programs you are eligible to receive and what you can realistically apply for. Many CBOs apply for almost any grant that is advertised revising old proposals. That strategy limits the organization. Develop a Resource Development Plan that includes the following components and answers the following questions:

Relationships. Do you have a corporate champion or sponsor? Do you have a political champion? Will the mayor, state representative or city

council representative accept your phone call? Do they know you or your organization?

Proposal Development and Strategy. What kind of proposals - public requests for proposals and applications, foundations, corporations, etc.? How much? How often? Do you have the skills?

Fundraising Activities. Do you have specific achievable goals, i.e., revenue projections, and board involvement and contributions, solicitation of bequests, church funding, fund raising events, etc.?

Sustainability. What does it cost to stay open? Do you have a line of credit that meets your needs? Do you have a reserve fund? Who are your essential employees? What are your essential services? What are your revenue forecasts? How are you going to reach your goals? Who succeeds you? Do we have a volunteer recruitment strategy?

Collaboration. Who are your partners? Do you have any informal or formal referral or service agreements? Who can you leverage services with? Who do you collaborate with?

Ways to get started and stay up to date...

[National Association of State Charity Officials](http://www.nasconet.org/)
<http://www.nasconet.org/>

The site for state charity oversight officials. There are some great resources to help nonprofit organizations ensure that they are complying with state and federal regulations.

[Internet Nonprofit Center](http://www.nonprofit.gov/)
<http://www.nonprofit.gov/>

Information for and about nonprofits. Has the best list of nonprofit FAQs anywhere. Lots of good, practical information.

For additional resources on Resource Development, please contact NMAC at tatt@nmac.org.

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CALENDAR OF EVENTS

August 25 - 28

Ryan White HIV/AIDS Program Meeting
Washington, DC

September 18 - 21

United States Conference on AIDS
Fort Lauderdale, FL

October 2

Prison Initiative Training:
Discharge Planning A-Z
Frankfort, KY

October 20 - 21

Nonprofit Executive Leadership Academy
Session 1: Introductory Meeting
Washington, DC

October 25 - 29

APHA: Public Health without Borders
San Diego, CA

November 13 - 16

National Harm Reduction Conference
Miami, FL

December 4 - 7

National Health Disparities Conference
St. Croix, U.S. Virgin Islands

BREAKING BARRIERS ONE AT A TIME

The HIV/AIDS Stigma Program

As the NMAC's HIV/AIDS Stigma Program draws to a close, the agency will feature a "Lessons Learned" poster presentation at the 2008 USCA. During its run, the program has experienced success with increased program attendance and highly regarded participant reviews of the training sessions and content, which have led to increased requests, nationwide, from CBOs for additional training.

"Since its inception, the program has facilitated ways to address the barriers of accessing HIV/AIDS care as it relates to stigma," states Stigma Program Manager, Melanie Graham. "If stigma is not acknowledged, it will continue to prohibit treatment and deter individuals, especially in hard-to-reach communities, from getting tested and accessing care." Melanie hopes that the Stigma Program has identified areas where stigma programming can be further enhanced by CBOs from engaging special communities to increased stigma program development.

In retrospect, it is the hope that the Stigma Program will allow communities to initiate conversations around the topics that are not typically had; prevent avoidance to particular sub-groups; acknowledge the people who are most stigmatized; and finally, enable the empowerment and safety of members of the community to get tested and access care.

The NMAC HIV/AIDS Stigma Program is a cooperative agreement with the Health Resources and Service Administration's (HRSA) HIV/AIDS Bureau. The Stigma Program will conclude its programming on August 31, 2008.

NMAC STAFF IN THE COMMUNITY

By Lynne Johnson



Recently, I had the opportunity to travel with The Coore Foundation to participate in the 6th Annual Caribbean & African HIV/AIDS, Sexually Transmitted Diseases (STD) & Teen Pregnancy Camp. The camp was held at the Northern Caribbean University in Mandeville, Jamaica on July 11-18, 2008 to build a cadre of knowledgeable adolescents to guide and inform their peers about STDs, HIV/AIDS, and unplanned pregnancies. During the camp, children age 10-18 are empowered to speak out about how HIV/AIDS affects their communities.

I have attended the camp sessions on four different occasions and each visit is more enriching. Children are our hope and our future; they need to know that they can change the face of HIV/AIDS. I am proud to serve as a catalyst for change in the thinking and behaviors about the epidemic. Working with the camp is a life altering experience and I will continue to work with The Coore Foundation for many years to come.

EVERYTHING DISC®

"The foundation of personal and professional success lies within understanding yourself, understanding others, and realizing the impact of personal behavior on others (How is DISC Used 1978)." The DISC Personal Profile system is an adaptable, personal assessment tool that evaluates human behavior and uses the results as a guide to improve upon interpersonal relationships, productivity, team building, and communication skills in the workplace. TATT currently offer the DISC Personal Profile Assessment as a supplemental tool for the Team Building Technical Assistance interventions.

For additional information on this service, please contact us at tatt@nmac.org

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CATCH THE FISH! FEVER

TATT Caught the FISH! Fever

FISH! Culture tools are powerful resources that can assist your CBO with

team building and leadership development. As The FISH! Philosophy® spread amongst organizations, employees began to reinvent their time at work and how the passion, energy and account-

ability that were discovered led to surprising business improvements." FISH! Philosopher, Janette Comish states, "FISH! speaks to a growing hunger that people are feeling today. People are increasingly seeking meaning in their lives and want to be authentic at work."

To learn more about the impact of FISH! at NMAC, please contact us at tatt@nmac.org.



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