

To ensure delivery of timely information, please add <jobswatch@deweykaye.com> to your address book.

Wednesday, September 3, 2008



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Jobs Watch

Featured Jobs

Director of Finance,
Pittsburgh Downtown
Partnership – Pittsburgh, PA

Director of Operations,
Allegheny Reproductive Health
Center – Pittsburgh, PA

**Document
Processor/Administrative
Assistant,** McCrory &
McDowell LLC – Pittsburgh, PA

Executive Director, The Early
Learning Institute – Pittsburgh,
PA

**Human Resources
Generalist,** Wesley Spectrum
Services – Upper St. Clair, PA

Management Positions, US
Census Bureau – Pittsburgh &
Erie, PA

President, Associated Builders
and Contractors, Inc. Western
Pennsylvania Chapter –
Pittsburgh, PA

[Click here to view the full list of
Jobs Watch postings](#)

Mosaic Tip

Keeping board members informed about relevant organizational affairs is critical to their level of engagement. An easy way to maintain communication is to schedule

WHAT ARE THE IMPLICATIONS OF THE ECONOMIC DOWNTURN FOR YOUR ORGANIZATION?

Last month we sent out an analysis titled "Testing the Waters: The Future of Federal Funding for Community-Based Organizations" which described what the future may hold on the federal level relative to public policy and funding priorities as well as areas that may lose ground. If you did not receive a copy, please [click here](#) for a PDF. That analysis is one filter that organizations should consider in determining their strategic direction and financing strategies. The next significant filter may be the national economic crisis and its impact on the communities you serve.

The chart below maps out some of the impacts of the economic crisis absent any major turnaround intervention by government. The major trends look the same whether you read a local Pittsburgh, Harrisburg, or national newspaper. The economic downturn affects all charitable organizations. Unfortunately, organizations must map their strategy understanding that traditional bail-outs from government, individuals, foundations, corporations, and federated funds may not be forthcoming in 2009 based on our current lens. The chart below may present a mixture of opportunities and challenges to some, while others may only see threats and barriers. That said, an organization's response to the future will vary depending on its financial wherewithal, stage of organizational development, risk tolerance, capacity, and centrality of its mission to the well-being of the community.

Trends	People Impact	Community Impact
<ul style="list-style-type: none"> Housing crisis Escalating gas, 	<ul style="list-style-type: none"> Psychological Bankruptcy 	<ul style="list-style-type: none"> Decreasing tax base and collected

phone calls with individual members on different days and to place reminders on your calendar for those times. One call per day can reap great return!

Calendar of Events

Job Search Strategies

Dewey & Kaye is pleased to offer a Career Development Center workshop for job seekers. This session is designed to teach you everything you need to know about your job search, from researching job leads to accepting offers. Call to reserve your spot in this FREE upcoming workshop on Tuesday, September 9, 2008 from 12:00 pm – 2:00 pm at Dewey & Kaye's downtown office. Space is limited, so please contact Linsey Marshall at lmmarshall@deweykaye.com or (412) 434-1335 to reserve your spot. [Click here](#) to view a schedule of upcoming workshops.

Announcements

Benevon: Engaging Your Board in Creating Sustainable Funding

Presenter: Laura Fixler

Date: Wednesday, September 17, 2008

Time: 10:00 am – 12:00 pm

Location: Dewey & Kaye

Cost: No Fee to Attend

For more information, [click here](#).

Mosaic Subscribers

Since our last issue, 46 new subscribers have joined the Mosaic community!

- energy, utility, food costs
- Business Layoffs/ Downsizing
- Personal/business bankruptcies quickening
- Stock market's decline
- Healthcare costs ever-rising
- Credit being tightened
- Unprecedented Bank closings
- Rising war debt

- Family Insecurity
- Rising Joblessness
- Savings depletion
- Increasing personal bankruptcies
- Decreasing charitable contributions
- More individuals and families falling into poverty
- Increasing number of latchkey children
- Working poor more vulnerable
- Increasing incidence of mental health and chronic illness
- Family immobility because of economic constraints
- Decreasing consumer confidence
- Rebalancing priorities

- revenues
- Declining Foundation assets affecting grant payout
- Business community contributions decline
- Undercapitalized charitable sector
- Overstressed safety net service provision
- Increasing crime and violence
- Increasing vacant/blighted land
- Credit tightening
- Small business failures
- Further neighborhood instability
- Decreasing financial support to nonprofits including arts and culture
- Growing divide between haves and have-nots
- Greater focus on living within means and rebalancing priorities

Some basic guidance for your organization:

- Know your current financial situation and begin to create financial plans for the next 1–3 years based on worst/best scenarios.
- Be honest about your situation – confront your brutal realities
- Engage your board in gathering intelligence and extending your presence in the community.
- Focus. Know the external issues that affect your organization directly— don't get caught up in over-analysis of trends that may not directly affect your organization.
- If you define any of the above as a "threat" to your

organization, strategize now on ways to avoid, counter or minimize the threat or impact.

- If you identify any of the above as "opportunities" for your organization — strategize now on ways to prioritize, capitalize, and fund the opportunity.
- Keep your ear to the ground on priority-issues and funding sources that are your underpinnings.
- Be willing to adjust your strategic plan to meet the new realities.

Call us if you need assistance:

- **Revealing and analyzing the threats and opportunities facing your organization**
- **Assessing concerns about your financial and/or organizational health**
- **Developing or revising your strategic business plan**
- **Restructuring your organization**
- **Hiring talent**
- **Getting everyone on the same page**

...or you just need a cup of coffee to figure out how best to move forward.



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The Dewey & Kaye division of McCrory & McDowell LLC provides strategy development, planning, financial sustainability, facilitation, training and executive search services to help nonprofits, foundations, community collaboratives and government agencies address strategic, operational and administrative issues.

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