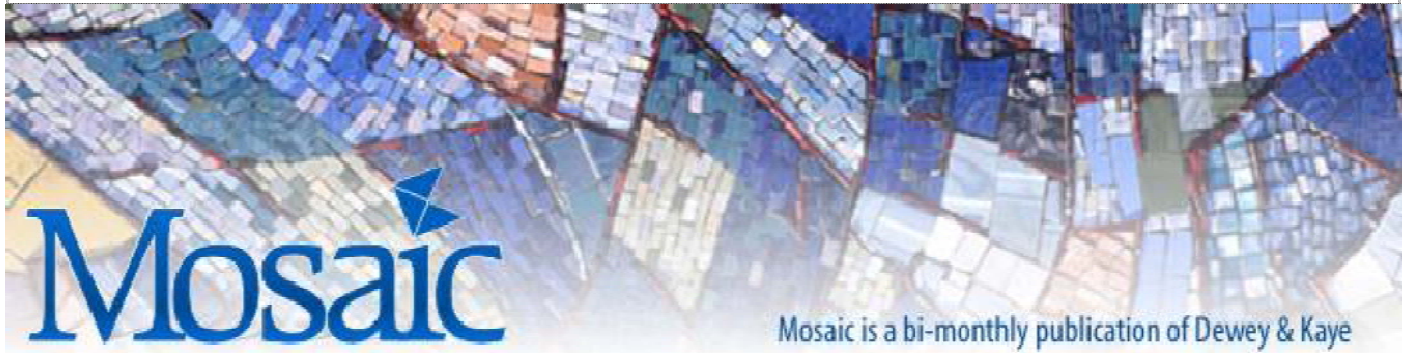


To ensure delivery of timely information, please add
<jobswatch@deweykaye.com> to your address book.

Wednesday, February 6, 2008



Individual settings and technology may not allow you to view Mosaic as it was intended to be published. If you are having difficulty reading this newsletter in your e-mail, [click here](#) to view a PDF version.

Jobs Watch

Featured Jobs

Borough Manager, Fox Chapel Borough – Pittsburgh, PA

Clerical Assistant, McCrory & McDowell LLC – Pittsburgh, PA

Executive Director, Mount Washington Community Development Corporation – Pittsburgh, PA

Financial Director, East End Cooperative Ministry – Pittsburgh, PA

Program Assistant, Western Pennsylvania Conservancy – Pittsburgh, PA

Tree Vitalize Director, Western Pennsylvania Conservancy – Pittsburgh, PA

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

Mosaic Tip

Planning is a key to success for your organization; whether it's preparation for a site visit or organization-wide strategic planning, careful planning will help ensure that your

The Dos and Don'ts of Site Visits

Site visits are often a key component of the grantseeking process. The best site visits are both formal (well-prepared) and informal (opportunity for interaction and discussion); allow you to tell your story; provide opportunities to meet the people and the program; and clarify the match between the mission / priorities of your agency and of the funder. Do site visits make a difference? Certainly! Visits can turn funders into strong new allies that provide additional assistance or visits can demonstrate a lack of collaboration or planning and result in no funding.

Site visits are most frequently conducted when you have already submitted a proposal or a request, but they can also occur before a proposal is developed or can be used in the monitoring process once a grant has been awarded. Since site visits are about people as well as programs, they can take place in a variety of settings, including schools, clinics, outdoors, construction sites, etc. Site visits may also be planned during certain activities. It's usually a great idea to involve your chief executive and a board member in addition to the professional who will implement the project. Before the visit, ask who is coming and be respectful of their time.

When preparing for site visits, remember these principles:

- Prepare and predict: ask ahead about concerns and anticipate questions.
- Passion and percentages: appeal to both the heart (stories) and the head (data).
- People and programs: funders are interested in the strengths of each.
- Perspective: there are no guarantees even after a great visit as funding may be limited.

organization meets success. To learn more about Dewey & Kaye's planning services, email [Jessica Obergas](mailto:Jessica.Obergas).

Calendar of Events

Job Search Strategies

Dewey & Kaye is pleased to offer this Career Development Center workshop for job seekers. You will learn 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 which will be held on Tuesday, February 12, 2008 from 12:00 – 2:00 at Dewey & Kaye. Space is limited, so please call Linsey Marshall to reserve your spot at 412-434-1335. [Click here](#) to view a schedule of upcoming workshops.

Dewey & Kaye welcomes Michelle Pagano Heck!

Michelle Pagano Heck has joined the staff of Dewey & Kaye as Senior Consultant. With extensive non-profit management experience (WQED Multimedia, The Childrens Home, The American Cancer Society and the Pittsburgh AIDS Task Force) and a successful independent consulting firm, MCP Resources, Michelle brings to Dewey & Kaye and our clients deeply rooted experience, knowledge and passion. Michelle can be reached at mheck@deweykaye.com.

Mosaic Subscribers

Since our last issue, 901 new subscribers have joined the Mosaic community!

Archives

Please click on the appropriate date to view previous issues:

Be honest about any challenges your agency faces, and be sure to follow-up promptly if any additional information is requested. Don't assume that the visitors have all the details of your agency and program; be prepared to offer an overview and more detailed description if requested. Funders know that many programs or projects do not proceed exactly as planned so they will want to know your "Plan B." In general, avoid multimedia presentations or planned entertainment, as live interaction and opportunity for discussion are most important.

Below are ten tips to keep in mind when planning your site visit.

Ten Ways to Have a Less-Than-Successful Site Visit

- Act surprised when questions are asked and use lots of acronyms.
- Take an endless tour and offer an endless PowerPoint presentation.
- Bring in large numbers of people or board members who are uninformed.
- Promise the sun and the moon all in one year.
- Talk down other organizations and detail how the competition is failing.
- Answer questions by referring people to your proposal.
- Tell the funder that you don't need to collaborate, and that you really can do it all.
- Insist that good intentions are enough because you can't measure impact.
- If suggestions are made, insist that the program or strategies can't be modified.
- Say you are not sure how the budget was determined.

Mary Phan-Gruber is an experienced nonprofit program manager, development associate, and foundation director. Contact Mary at mphangruber@deweykaye.com.

Dewey & Kaye wants to hear from you!

We are busy planning for our 10th Annual Nonprofit Symposium and are identifying sessions and topics for discussion. We want to know what you want to know. Please take a moment to click on the link below and complete a very brief survey. Help us create the best symposium yet, and **save the date for June 20, 2008!**

<http://research.zarca.com/k/SsTYSRsTXsPsPsP>

[September 2007](#)
[October 2007](#)
[November 2007](#)
[December 2007](#)
[January 2008](#)

Article of Interest

~ Nonprofit Pay Approaching For-profit Standards. The [Philanthropy Journal](#) reported this week on a new study that says salaries and compensation at US nonprofits are approaching for-profit standards. The 2007/2008 Not-for-Profit Compensation Survey by consulting firm Total Compensation Solutions shows a nearly 4% average salary increase between 2006–2007. The survey looked at compensation packages for 75 positions at nearly 450 US nonprofits.

The trend is toward merit-pay systems, that is, compensation linked to individual performance and best practices. Formal bonus plans are also linked to strategic performance objectives. However, the study also found that generous benefits that were given to nonprofit staff to compensate for lower salaries may be declining.

[Click Here](#) for full story.



The Dewey & Kaye division of McCrorry & 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.

Founded in 1951, McCrorry & McDowell LLC today ranks as one of the largest accounting and consulting firms in the region, offering a wide range of services through distinct, but integrated groups that include Dewey & Kaye, Diversified Medical Management, Three Rivers Institute, and McCrorry & McDowell's accounting, tax, and business consulting practices.

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